



We, the members of the Green Bay Police Department, are dedicated to providing service through a partnership with the community that builds trust, reduces crime, creates a safe environment, and enhances the quality of life in our neighborhoods.



**2016-2020
FIVE YEARS IN REVIEW**

*PROUD TO SERVE AND PROTECT TITLETOWN, USA
SINCE AUGUST 27TH, 1857*



TABLE OF CONTENTS

Chief's Message	2-3
Introduction/Values/About Green Bay	4
Current Table of Organization	5
Department History	6
Significant Community Awards	9-15
Operations Division	16-22
Investigations Division	23-32
Professional Standards Division	33-47
Marine Unit	48-49
SWAT Team	50-53
Training Division	54-55
Information Technology	56-59
Ongoing Community Outreach	60-64
Changes Since 2016	65
GBPD Leadership Program	66



Custodes Sumus Civitatis

“Guardians of the Community”

CHIEF'S MESSAGE



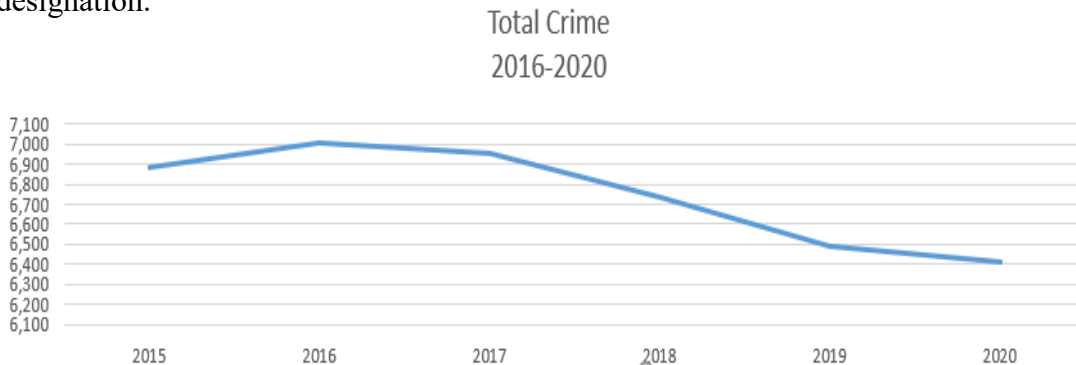
Message from Green Bay Police Chief Andrew Smith "Trust the People"

Thank you for taking the time to read our Green Bay Police Department Annual Report and Five Year Review. We published this to ensure that we are providing the maximum transparency and accountability to the community we serve, and to open the discussion into planning for future changes. We will continue to keep the Green Bay community informed of the work, progress, and future plans of the police department. By focusing on crime and safety and working in partnership with the Green Bay community, we have been successful in reducing crime and building relationships based on mutual trust and respect with the community we serve. We hope the information in this report helps initiate conversations to improve policing and safety here in Green Bay.

FOCUS ON CRIME REDUCTION AND COMMUNITY SAFETY

As I said when I was selected as Green Bay's 13th Chief of Police in 2016, the department's mission was and will always be to reduce crime and keep Green Bay safe. I am proud of the work the members of the police department accomplished during the past five years. The strong reductions in crime are indicative of the police-community partnership that we have focused on these past five years, and continue to make a priority.

The years of hard work, rigorous analysis of crime, and data-driven policing along with our successful community partnerships paid off in 2021 when the City of Green Bay was recognized as the "2021 Safest City in America" by U.S. News and World Report in a review of the largest 150 metro areas in the country. The Green Bay community and the members of the police department share in this coveted designation.



POLICE-COMMUNITY PARTNERSHIPS

As a police department we are committed to the philosophy of community policing. Most scholars and criminologists agree that the police departments that are successful in reducing crime do so by working in partnership with the communities they serve, and Green Bay is no exception. Police officers working in a true partnership with community members and organizations to improve public safety is the key to reducing crime and keeping our communities safe. The Green Bay Police Department worked diligently these past five years to build on existing partnerships and to establish new partnerships with individuals, groups, and organizations who are willing to work together to solve problems and make Green Bay a safer place to work, live, and raise families.

CHIEF'S MESSAGE

POSITIVE CHANGES

In the past five years we have made terrific strides in all the important aspects of modern policing, including:

- Changed from the archaic seniority selection system for promotions and special assignments to a selection system based on hard work and merit
- Implemented and expanded the Behavioral Health (SMART) Unit-first in the region
- Implementation of sergeants after more than 20 years
- Flattened the top-heavy organizational structure-resulting in more cops in the field
- Formed the non-profit Green Bay Police Foundation
- Upgraded police vehicles from sedans to safer Hybrid SUV Ford Explorers
- Obtained new mobile emergency command vehicle
- Acquired Meridian vehicle barriers to help protect large community gatherings
- Provided ballistic vests and helmets for officers (Police Foundation donation)
- Acquired and implemented Body Worn Camera (BWC) system for all personnel

These are just a few of the many positive improvements that make us a better department and prepare us to serve our community better as we move into the future. The lessons we learned as a profession during the 2020 anti-police protests and the challenges of the COVID19 pandemic will make us a better and more responsive organization.

DIVERSITY AND OPPORTUNITY

For credibility and true community partnership, I believe the police department in any community should mirror the community we serve. After all, we are an integral part of the community. The City of Green Bay is undergoing one of the most dramatic transformation of our demographics in the City's history. As a department we have made great strides to hire exceptional individuals of strong character who mirror the demographics of the Green Bay community. Between 2016 and 2021 we hired more than 70 new employees, and opened up opportunities for promotion and specialty units for personnel throughout the organization.

POLICE ACCOUNTABILITY

Police officers in the United States are given a tremendous amount of power and trust. With that public trust comes great responsibility. We must never betray that trust and must always police Constitutionally. We know that all of our officers are human, and recognize that our employees will make mistakes. Recognizing that, it is imperative for our credibility as an organization and a profession that employees at all levels who make mistakes or violate the public's trust are held accountable. The public demands accountability and transparency, and without both, we cannot maintain public trust.

MOVING FORWARD

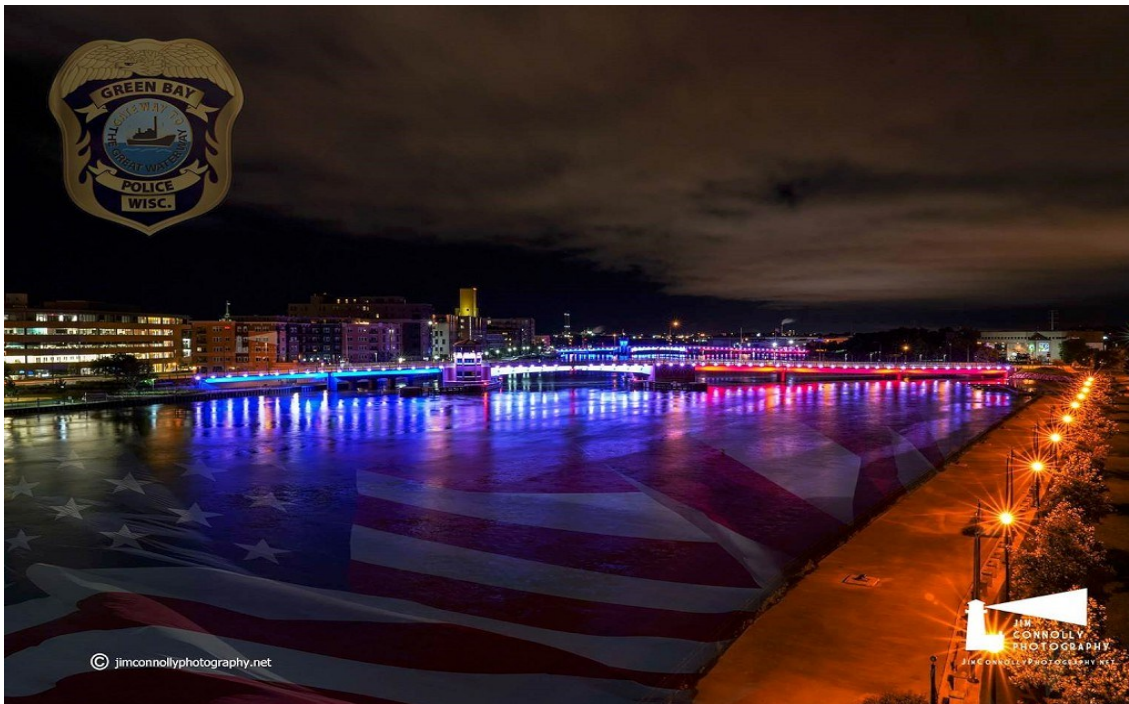
Through years of hard work, honesty, transparency, and accountability the Green Bay Police Department has built a foundation of trust and partnership with the communities we serve. Members of the department recognize that policing Green Bay is not something we do to the community, it is something we do with the community. The future is bright for the Department and this City with new, highly qualified personnel and new technologies to help us police more effectively and with more transparency.

I am proud of the work being done by our police department team. Police officers matter and the work we do matters. It has been an honor serving this Department and the Green Bay community as Chief of Police. May God bless and protect the City of Green Bay and the Green Bay Police Department.

Chief Andrew Smith
April 15, 2021

GREEN BAY POLICE DEPARTMENT CORE VALUES

- ◆ We, the Green Bay Police Department, believe the prevention of crime is a primary responsibility.
- ◆ We will aggressively pursue those who commit offenses against our community while preserving rights given by our Constitution.
- ◆ Each member of this department is valuable. We accept our obligation to each other and to the community to provide the maximum opportunity for each person to achieve professional potential.
- ◆ We believe in providing fair-minded community service, accessible to all.
- ◆ We value our partnership with the community and remain flexible to meet its needs.
- ◆ We are committed to assisting in improving the quality of life in our community.



*Photo taken
By Jim Connolly
Curtesy of
Jim Connolly
Photography
2018*

ABOUT GREEN BAY

The City of Green Bay has a population of 104,777 covers 55.96 square miles, and has approximately 415 miles of city streets. The City of Green Bay is governed by Mayor Eric Genrich and a Common Council of 12 Alderpersons listed with their district:

District 1: Barbara Dorff	District 2: Veronica Corpus-Dax	District 3: Lynn Gerlach
District 4: Bill Galvin	District 5: Craig Stevens	District 6: Kathy Lefebvre
District 7: Randy Scannell	District 8: Chris Wery	District 9: Brian Johnson
District 10: Mark Steuer	District 11: John VanderLeest	District 12: Jesse Brunette

POLICE & FIRE COMMISSION

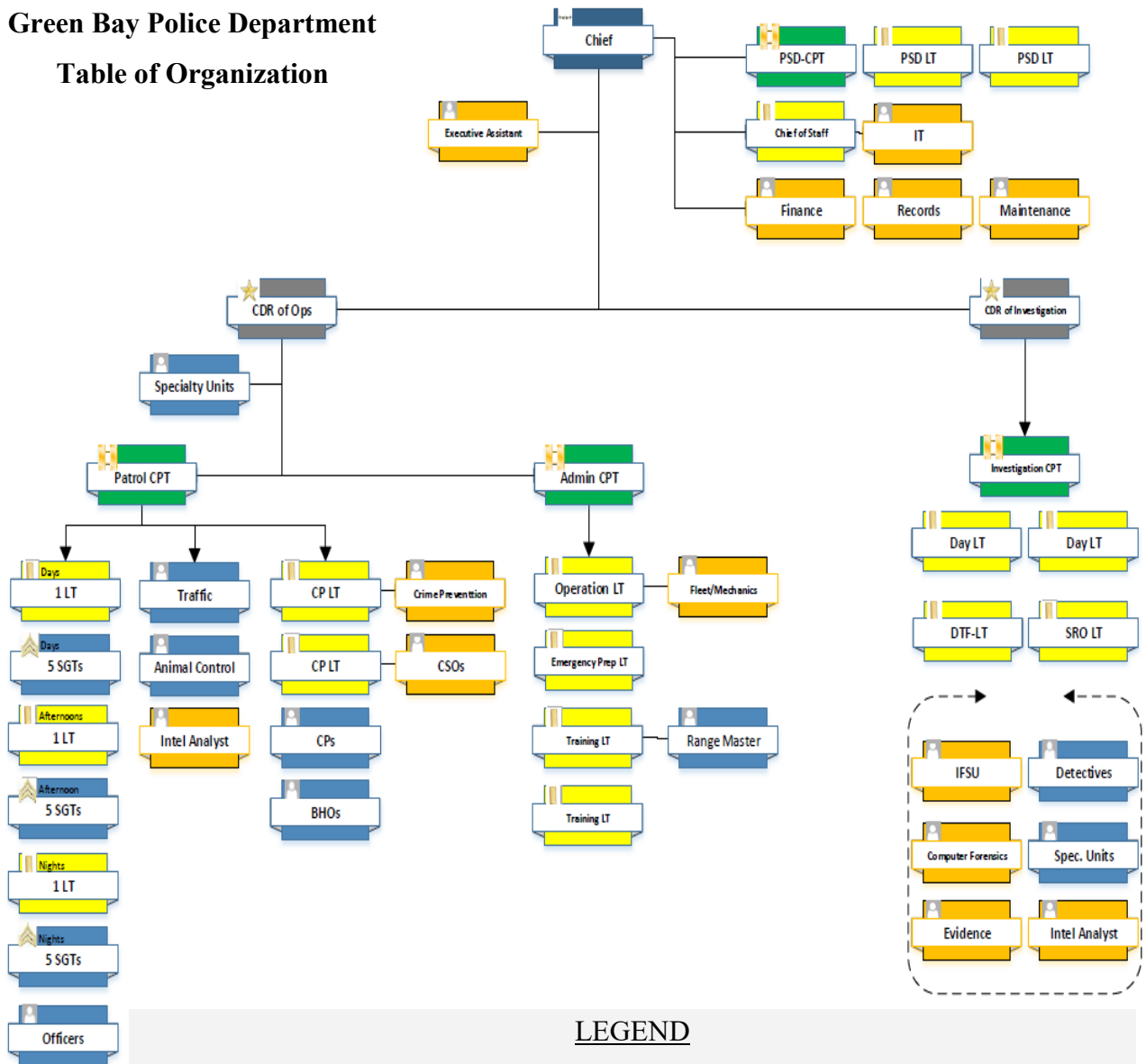
President Rod Goldhahn

Commissioner Melissa Cheslock
Commissioner Rev. Marian Boyle Rohloff

Commissioner Warren Wanezek
Commissioner Rashad Cobb

GREEN BAY POLICE DEPARTMENT TABLE OF ORGANIZATION 2021

Green Bay Police Department
Table of Organization



PSD - Professional Standards
CDR - Commander
CPT - Captain
LT - Lieutenant
SGT - Sergeant
CP - Community Police

LEGEND

OPS - Operations
CSO - Community Service Officer
SRO - School Resource Officer
IFSU - Identification Forensics Services Unit
IT - Information Technology

HISTORY OF THE GBPD

1857 – August 27th, 1857, The Green Bay Police Department is established, and Henry Baird is named as Chief of Police. Baird was born in Dublin, Ireland and moved to Pennsylvania as a youth eventually studying law. He was later a schoolteacher at Mackinaw, MI and moved to Green Bay in 1824. He was the first lawyer in the State of Wisconsin.



Henry Baird



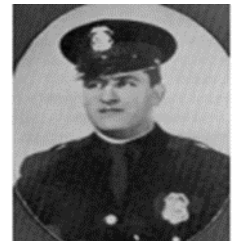
John L. Tennis

1890 - John L. Tennis is sworn in as Chief of Police of the newly merged cities of Fort Howard and Green Bay.

1899 - Thomas Hawley is sworn in as Chief of Police. He would remain Chief until 1946. He is the Guinness Book World Record Holder for the longest serving Chief of Police.

1933 – The first police radio broadcast in Green Bay originates from a local radio station, WHBY, located in the Bellin Building.

1951 – December 17, 1951, Patrolman George Motquin becomes the first and only Green Bay Police Officer killed in the line of duty. He was struck by an automobile on icy streets while walking.



George Motquin



1956 – The first stand alone police building is established in a converted grocery store building located at the intersection of North Jefferson and Pine Streets. **1968** – The current police department at 307 South Adams Street is completed.



2021 - The 40-year anniversary of GBPD's first female patrol officer. Although there were earlier policewomen on the job performing other functions, the first woman hired to perform the same patrol functions as a male was (Retired) Officer Denise Servais. Officer Servais was sworn in as a patrol officer on January 11, 1981 and would go on to serve 29 years in multiple roles at GBPD. Officer Servais retired December 17, 2010 as a School Resource Officer at Preble High School.

GREEN BAY POLICE DEPARTMENT STAFFING

2016

Sworn: Table of Organization - 192 Funded - 192

Non-Sworn: Table of Organization - 40.5 Funded - 38.5

Personnel Changes

- Two non-sworn positions not funded: Hispanic Community Liaison and Building Custodian I
- Five Community Service Interns (CSIs) fully funded in 2016 budget at \$11/hour for regular CSIs and \$11.50/hour for Lead CSIs
- 192 Sworn officers funded
- Fund and create one additional civilian Crime Analyst (Forensics) position in our Table of Organization
- Officer Manager salary study
- Two captains who are in charge of the Operations and Investigations Divisions to be re-classified as commanders and receive a base pay 3% higher than a captain

2017

Sworn: Table of Organization - 193 Funded - 193

Non-Sworn: Table of Organization - 37.5 Funded - 37.5

Personnel Changes

- One and three-quarter Network Technicians and two Programmer/Analysts moved to City Information Technology (IT) Table of Organization (Funded through GBPD Budget)
- Increase sworn officers from 192 to 193 (Additional School Resource Officer funded by the Green Bay School District)
- Photo ID Technician non-sworn position re-classified to Criminalistic Specialist-Computer Forensics
- Creation of an additional new Criminalistic Specialist non-sworn position
- Mechanic Assistant non-sworn position re-classified to Mechanic

2018

Sworn: Table of Organization - 194 Funded - 194

Non-Sworn: Table of Organization - 39.5 Funded - 39.5

Personnel Changes

- Increase Sworn Officers from 193 to 194 (Animal Protection Officer duties now handled by a sworn officer)
- Additional two new Criminalistic Specialist (Photo ID) non-sworn positions. Two sworn officers transferred back to patrol operations in 2019.
- Additional non-sworn Crime Analyst position
- Clerk Typist III re-classified to Support Assistant for the Professional Standards Division.

GREEN BAY POLICE DEPARTMENT STAFFING

2019

Sworn: Table of Organization - 194 Funded - 194
Non-Sworn: Table of Organization - 39.5 Funded - 39.5

Personnel Changes

- Table of Organization Staffing levels for sworn and non-sworn personnel the same as 2018
- Creation of six Sergeant positions in Patrol Division
- Reduction of Lieutenants from 24 to 20 (Now Sergeants)
- Two Photo ID Sworn Officers assigned to Patrol Division. Photo ID staffed with three non-sworn employees

2020

Sworn: Table of Organization - 194 Funded - 185
Non-Sworn: Table of Organization - 37.5 Funded - 35.5

Personnel Changes

- Staffing levels for sworn remain the same at 194 and non-sworn reduced by two to 37.5
- Addition of four sergeant positions in Patrol Division to get the number of sergeants up to ten
- Reduction of captains from five to four
- Reduction of non-sworn administrative clerks (Front Desk) from six to four due to change from seven day a week coverage to Monday through Friday coverage
- Two unfilled non-sworn positions (Records Clerks)
- Nine unfilled sworn positions

*Actual staffing levels each year for sworn and non-sworn personnel are lower than the amount of authorized funded positions listed. Due to annual budget shortfalls, such things as retirements and delayed hiring are considered when creating our annual budgets. We were never fully staffed during any of the years 2016 - 2020.



**Green Bay
Police Officers
Circa 1890**

SIGNIFICANT COMMUNITY AWARDS

2017

September 14, 2017

Captain Kevin Warych received the International Association of Chiefs of Police, (IACP), 40 Under 40 Award. The 40 Under 40 award program is designed to recognize 40 law enforcement professionals under the age of 40 from around the world that demonstrate leadership and exemplify commitment to their profession.



October 13, 2017

Detective Cassie Pakkala was selected for the Woman Officer of the Year award by the Wisconsin Association of Women Police. The award is to honor a female law enforcement officer who has exceeded the duty requirements expected of her position and has demonstrated a distinct pattern of community service coupled with professional achievement.

40 UNDER 40



Kevin J. Warych
Captain/Chief of Staff
Green Bay Police
Department, Wisconsin
Age: 38

CAPTAIN KEVIN J. WARYCH is the cornerstone of the Green Bay Police Department's community relations program. He is not content to coordinate from outside, but involves himself personally in the events and programs he organizes. This personal involvement is a contributing factor for his success in solidifying community-police relations in his diverse area.

For example, during the 2016 holiday break activities at the Boys and Girls Club, Captain Warych jumped wholeheartedly into every activity that he organized. He joined the community's youth as they played in the Bring Your Own 5 basketball tournament, talked with the older youth, ate donated pizza, and brought his son along to cheer on the teams. The event was a fitting cap on a year of hard work building trust in the community. During 2016, without fanfare, Captain Warych partnered with Black Lives United, Hispanic Outreach, Muslim advocates, and other community activists to improve the safety and quality of life for all Green Bay area community members.

Some of Captain Warych's other initiatives are the Badges Giving Baskets initiative, which engages residents in his community during Thanksgiving and ensures that all members of his community could enjoy the holiday season and time with their families, and the Goods for Guns program, which bought back more than 125 illegal or unwanted guns, helping to prevent future gun violence and injuries. Now, Captain Warych coordinates monthly meetings on diversity with community stakeholders to learn, address, and work through community concerns, giving protestors the ability to voice their concerns.

My son Brayden, who is 6 years old ... believes all police officers are the closest thing to superheroes. The way he looks at me, talks about me, and wants to be like me, is one of the single most important motivators I have in life.

SIGNIFICANT COMMUNITY AWARDS

2018

February 1, 2018

Behavioral Health Officers Barb Gerarden and Kamra Allen were awarded the Sir Robert Peel Award from the Wisconsin Association of Community Oriented Police (WACOP) for their work on “Crisis Response Problem Oriented Policing Initiative: A Full Time Focus on Improving Police Response to Mental Health related Police Calls”. This award recognizes outstanding problem-solving efforts in Wisconsin.

Behavioral Health Officer Kamra Allen was named the National Alliance for Mental Illness (NAMI) Brown County CCIT Officer of the Year.

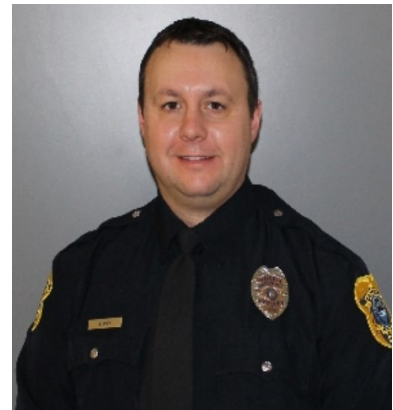


From left to right: Officer Kamra Allen & Officer Barb Gerarden



February 28, 2018

Officer Craig Kolbeck was recognized as Wisconsin’s Drug Recognition Expert (DRE) of the Year. Officer Kolbeck was called to perform an evaluation of a driver involved in a traffic crash for suspicion of OWI as arresting officers believed the suspect was under the influence of a drug other than alcohol. During the evaluation Officer Kolbeck saw indicators of many drug categories and based on his training and experience, he didn’t think this was plausible. The man admitted he has been arrested in the past for suspicion of OWI, but the toxicology tests always came back negative. Officer Kolbeck consulted with a doctor on the man’s impairment and medical tests were done. Doctors ultimately found the man had cerebral atrophy and the portion of the man’s brain that controlled his balance was 1/3 of the size it should be. During the arrest the man submitted a blood sample, which showed no drugs were present, corroborating Officer Kolbeck’s opinion the man was impaired by a medical condition. The man was referred to a neurologist for further treatment.



April 10, 2018

Officer Craig Brey was awarded the Top Cop Award by Wisconsin Attorney General Brad Schimel. Officer Brey received this award for his quick action to a report of a supposed shooting in the loading dock at Lambeau Field. The suspect was arrested just one minute after Officer Brey arrived on scene.

SIGNIFICANT COMMUNITY AWARDS



2018

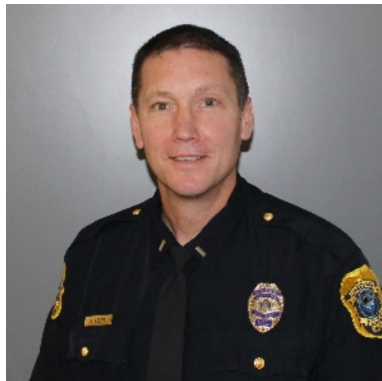
May 2, 2018

Detective Brad Linzmeier was named as Wisconsin's Homicide Investigator of the Year for his work on an officer-involved shooting in Appleton.



May 11, 2018

Lt Ben Allen received the Green Bay Preble Optimist Club's first Respect for Law Award.



September 12, 2018

Lt. Dave Wesely was named as Internal Affairs Investigator of the Year by the National Internal Affairs Investigators Association.



December 10, 2018

Officer Aaron Walker received the Excellence in Public Safety Award from the Rotary Club of Green Bay. The award honors an individual in the Green Bay community who exemplifies what it means to dedicate their lives personally and professionally to the community.



November 2018

The trust and ethical leadership of the Green Bay Police Department was formally recognized when Chief Smith was awarded the 2018 Green Bay Ethics in Business "Individual" Award by Foundations Health and Wholeness.

SIGNIFICANT COMMUNITY AWARDS

2019



February 27, 2019

Officers Nick Walvort & Alex Carlson received the Drug Recognition Expert Outstanding Performance Award.

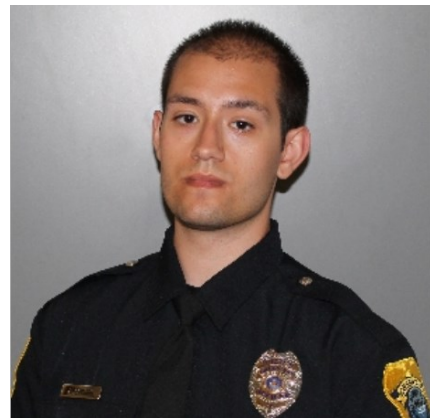


Community Police Officer Paul Van Handel was recognized by the Wisconsin Association of Community Oriented Policing (WACOP) at their annual conference after recently completing his term serving as President of WACOP.



May 11, 2019

Community Police Officers Mark Strojny and Craig Carlson were awarded the Community Service Award from the Rotary Club of Green Bay.



April 15, 2019

Officer Alex Carlson was named Enforcer of the Year by Mothers Against Drunk Driving.



May 30, 2019

Behavioral Health Officer Erin Bloch was named Officer of the Year and Community Police Officer Paul Van Handel was named Community Service Provider of the Year by National Alliance for Mental Illness (NAMI) Brown County.

SIGNIFICANT COMMUNITY AWARDS

2019



May 12, 2019

Officer Arturo Santos-Martinez was awarded the KORONS Public Service Superhero Award.



May 20, 2019

Sgt Mike Knetzger was presented the J Edgar Hoover Award from the American Police Hall of Fame and Museum. The award is given to those in law enforcement who continuously train and learn new skills in the field of Criminal Justice.



April 25, 2019

Detective Cassie Pakkala received the Excellence in Advocacy Award by Family Services. This award is given in appreciation of their support for victims of sexual assault and child maltreatment.



May 2019

Officer Scott Salzmann along with K9 Pyro received the Green Bay Preble Optimist Club Respect for Law Award.



August 11, 2019

Behavioral Health Team Officers Barb Gerarden and Erin Bloch were awarded a Certificate of Appreciation by the Wisconsin Department of Veterans Affairs by Lt. Governor Barnes.



June 11, 2019

Sgt. Tom Denney received the Community Service Award from the Rotary Club of Green Bay.

SIGNIFICANT COMMUNITY AWARDS

2019



March 26, 2019

Commander Paul Ebel received the Patriot Award, US Department of Defense.



September 9, 2019

Head Mechanic Dean Simon was given the Rotary Community Service Award from the Rotary Club of Green Bay.



October 22, 2019

Lt Jeff Engelbrecht was awarded the 90th Assembly District First Responder of the Year. Lt Engelbrecht was chosen for his work providing free training on active shooter response to organizations and businesses.



December 10, 2019

Sgt Brian Jordan received the Community Service Award from the Rotary Club of Green Bay.

SIGNIFICANT COMMUNITY AWARDS

2020



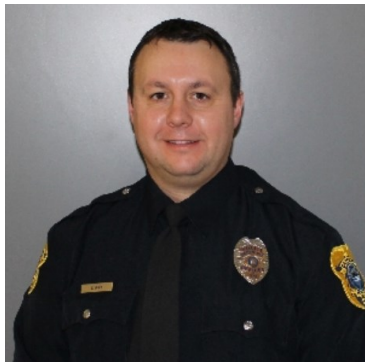
August 27, 2020

The Green Bay Police Department received the Respect for Law Award from the Green Bay Optimist Club and Allouez Optimist Club.



September 15, 2020

Detective Max Wain received the Community Service Award from the Rotary Club of Green Bay.



April 2020

Detective Craig Brey was awarded the Excellence for Advocacy from Family Services.



September 17, 2020

Detective Kempf and Officer Nejedlo received the Green Bay Preble Optimist Club Respect for Law Award for their work creating the Rescue Task Force, a partnership between the Green Bay Police Department and Green Bay Metro Fire Department to respond to active shooter incidents.



December 16, 2020

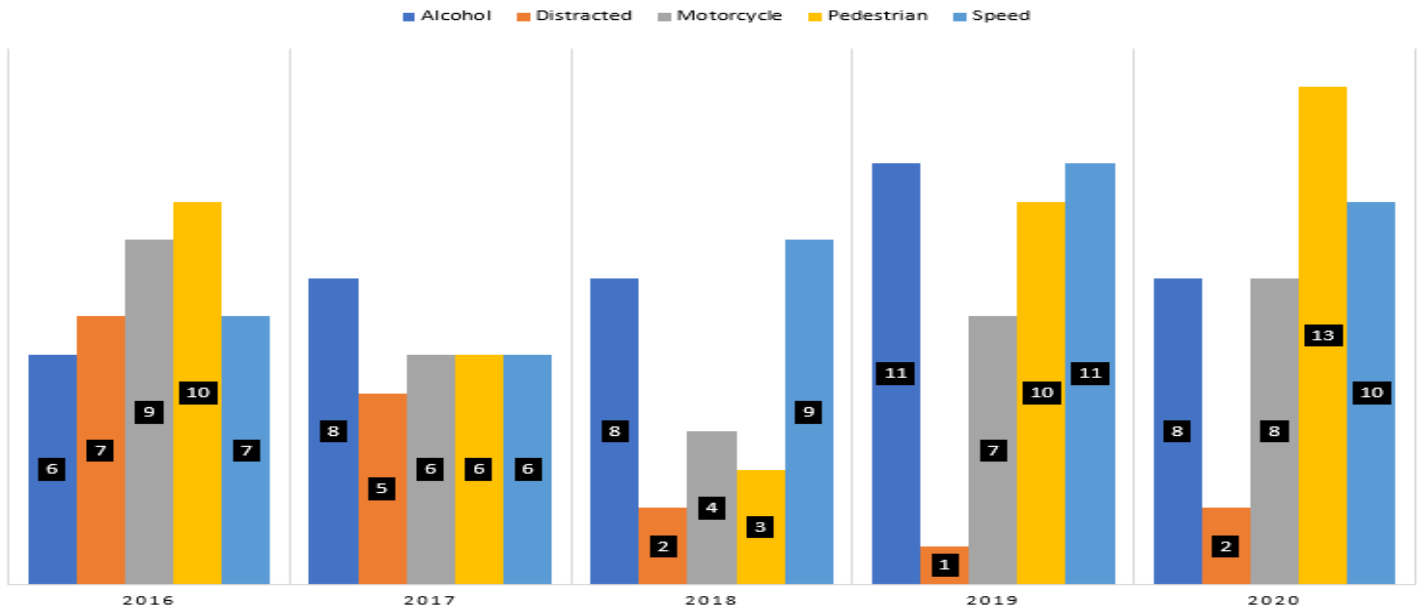
Community Service Officer Jose Del Rio-Avina received the Community Service Award from the Rotary Club of Green Bay.

OPERATIONS DIVISION

Serious Injury Traffic Crashes

Green Bay averaged 52 serious injury accidents per year (one per week). These serious accidents most frequently involved the contributing factors of alcohol, speed, and pedestrians.

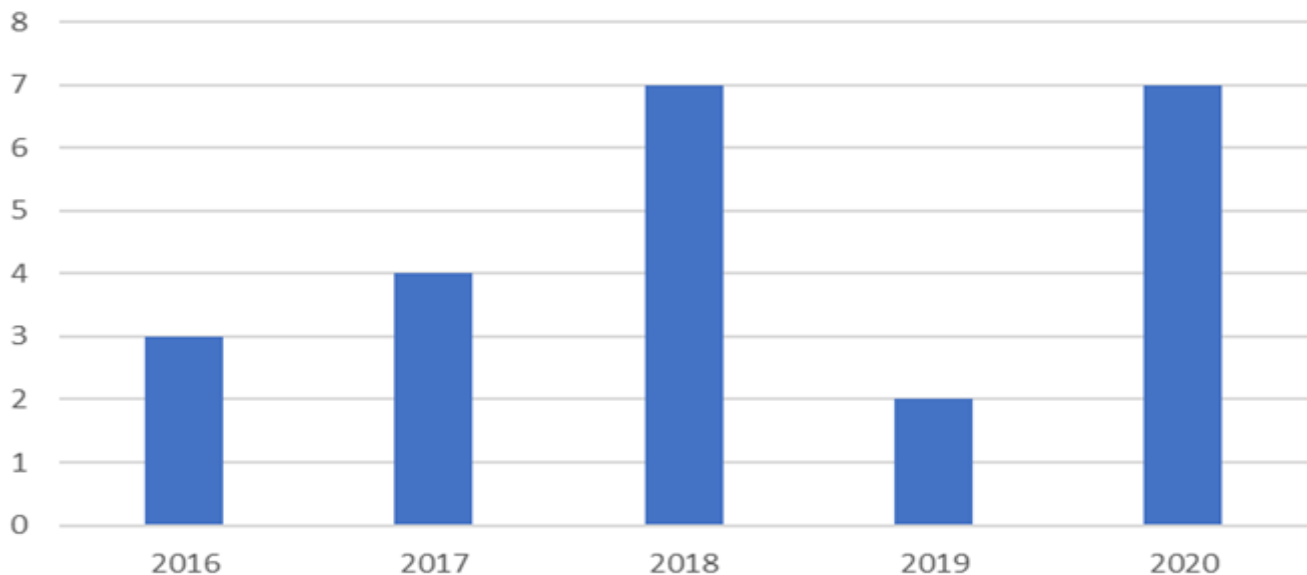
SERIOUS CRASHES



Fatal Crashes

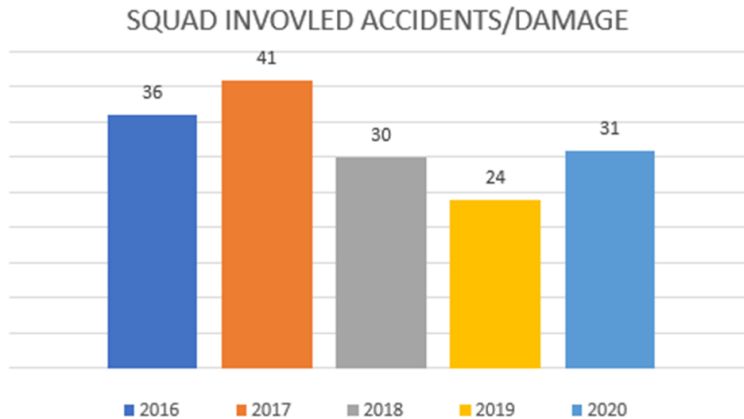
In 2018 and 2020, the City of Green Bay had seven fatalities as a result from traffic crashes. The fewest traffic fatalities were in 2019 resulting in two fatalities. The most frequent factors among the fatalities were speed and motorcycles.

Fatal Traffic Crashes



OPERATIONS DIVISION

Police Vehicle Crashes / Damage



The Green Bay Police Department averages 32 police vehicle accidents per year. The past three years have been below the five-year average. The percentages from officer at fault crashes/damage were:

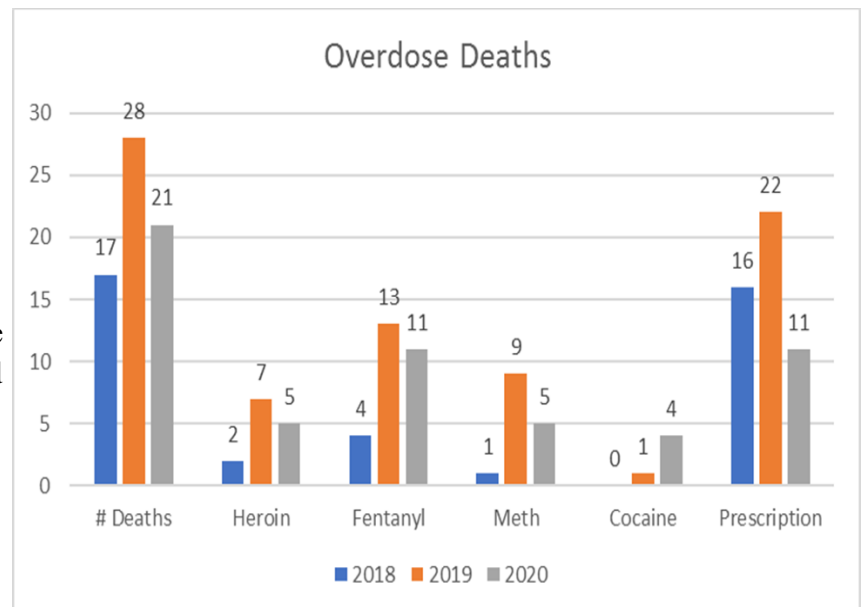
- 2016 - 44%
- 2017 - 46%
- 2018 - 56%
- 2019 - 58%
- 2020 - 48%

Of these crashes, inattentive driving and unsafe backing are the two leading factors in police vehicle crashes/damage.

Drug Overdose Deaths

The Brown County Medical Examiner's office provided a summary of the past three years of drug overdose deaths in Green Bay. Most of the overdose deaths were a combination of drugs, mainly prescription medication mixed with illegal narcotics. Fentanyl usage has increased and is seen in almost half of the overdose deaths in the past two years. The usage of NARCAN, (medication designed to rapidly reverse the effects of opioid overdose) has significantly increased in direct correlation with the increase of Fentanyl in overdose deaths.

- 2018 - 17 overdose deaths
- 2019 - 28 overdose deaths
- 2020 - 21 overdose deaths

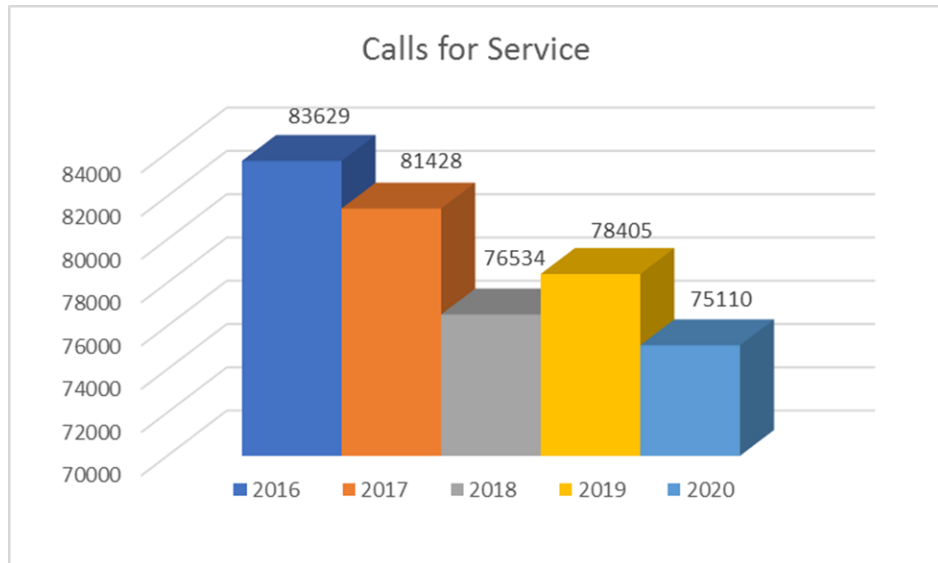


Note: Some decedents had multiple drugs in their system.

OPERATIONS DIVISION

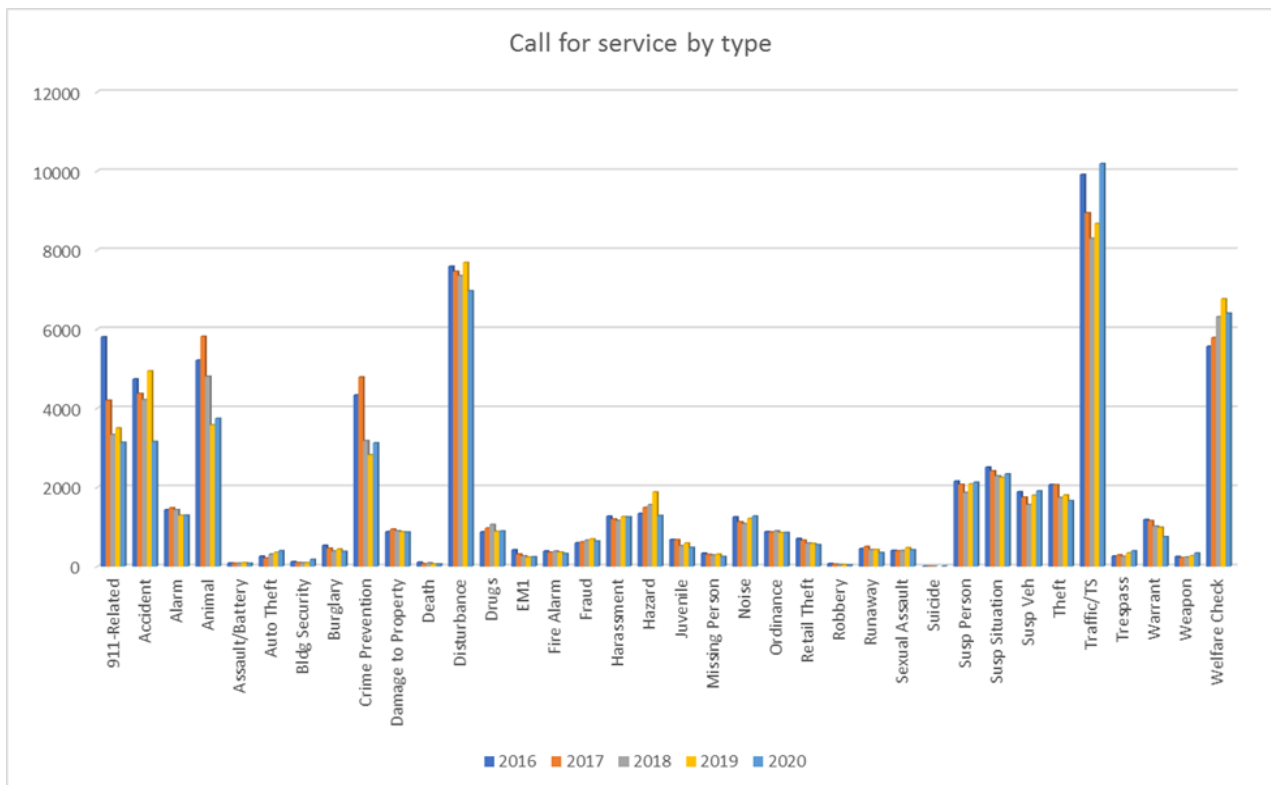
Computer Aided Dispatch
(CAD) - Calls for Service

Total number of incidents
including self-initiated
activity from officers



GBPD saw its fewest calls for service in 2020 compared to the previous five years. The seven most frequent types of calls for service were:

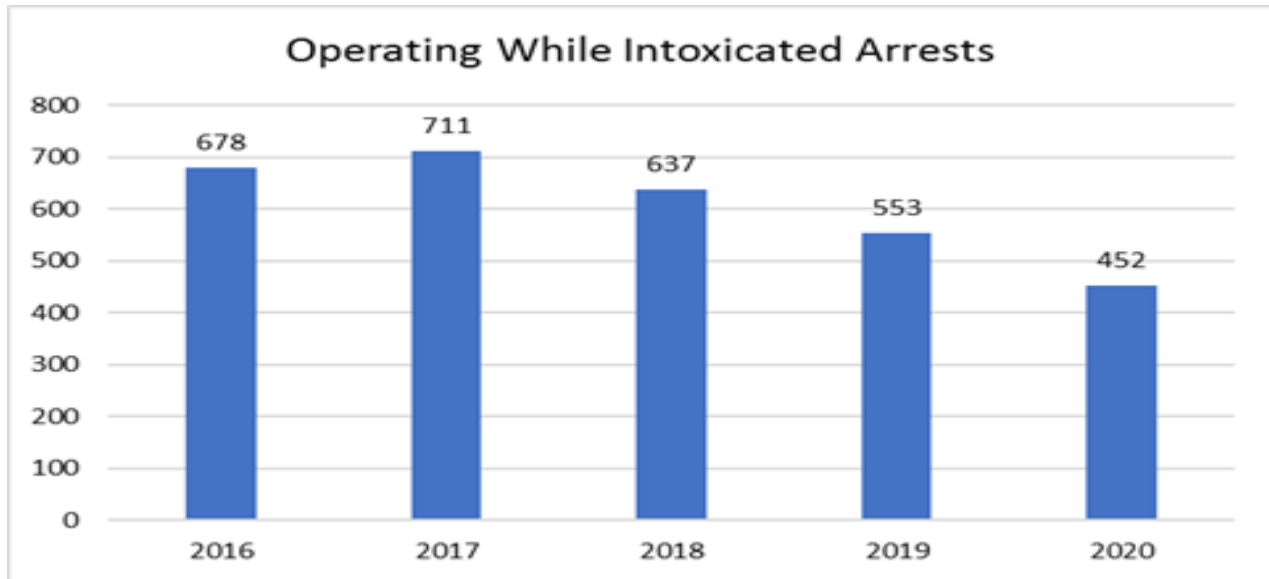
- Traffic Stops
- Disturbances
- Welfare Checks
- Accidents
- Animal Complaints
- 911 Calls
- Crime Prevention



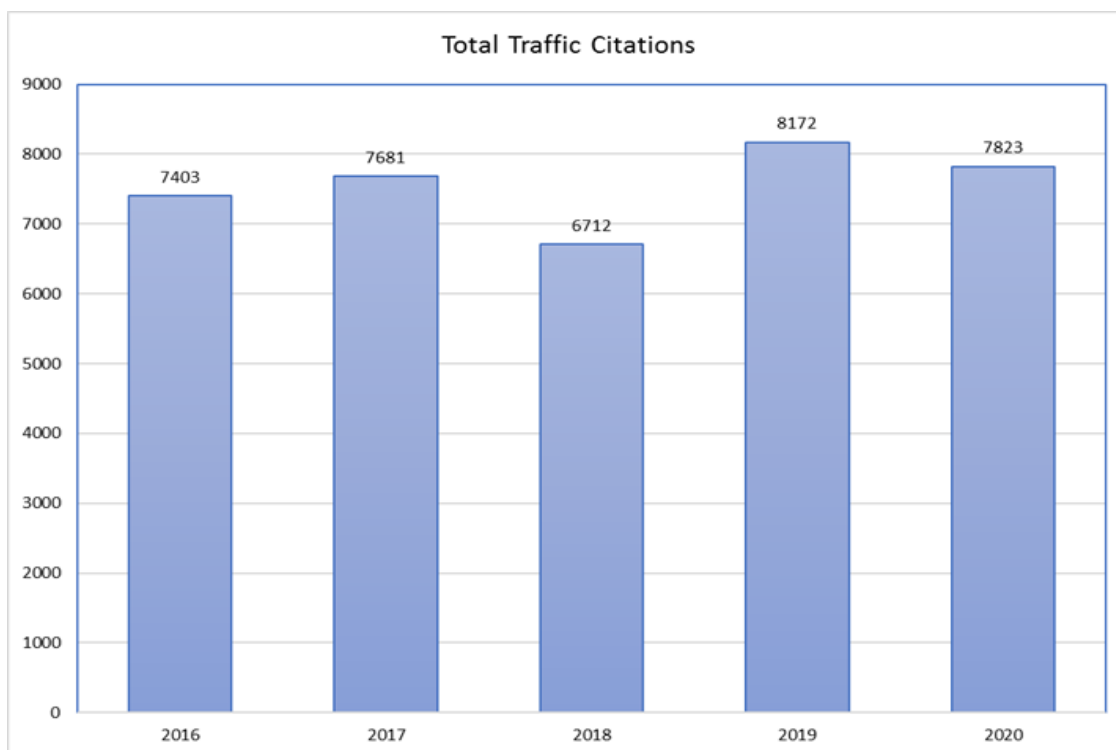
OPERATIONS DIVISION

Operating While Intoxicated (OWI) Arrests 2016-2020

The Green Bay Police Department had a consistent number of OWI arrests from year to year except for 2020. The Coronavirus slowed patrol work and OWI Task Force deployments for March, April, May and October of 2020. OWI arrest numbers were significantly lower than previous years.



Traffic Citations Issued



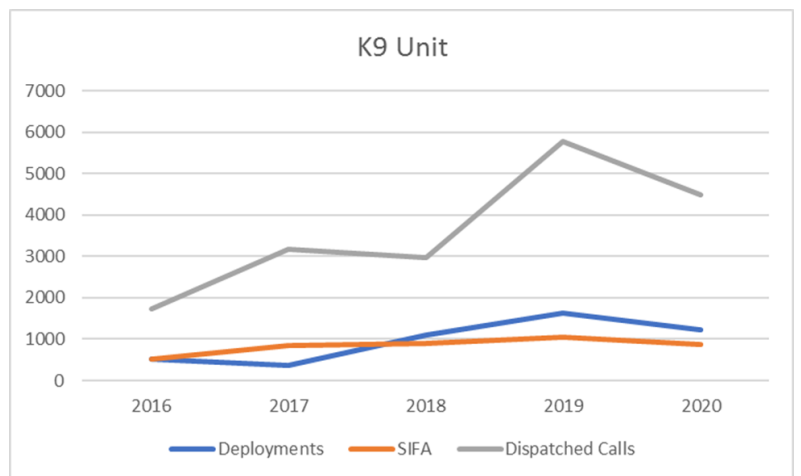
In the past five years, 2019 had the most traffic citations with 2020 being a close second. Traffic citations were lower during the months the State of Wisconsin was shut down due to the pandemic.

K9 UNIT

Lieutenant Jody Buth



In 2016, five dogs and handlers were assigned to the unit. In 2018, the K9 unit increased to seven dogs. In 2020, GBPD returned to five dogs and handlers assigned to the unit.



Lieutenant Michael Sobieck



SIFA - Self Initiated Field Activity



Canine Drago
April 2018 Drug Arrest

CART



BROWN COUNTY CHILD ABDUCTION RESPONSE TEAM

The Green Bay Police Department is part of the Brown County Child Response Team. Approximately one in every 10,000 missing children results in homicide of the child. As you can see below, the first three hours are absolutely vital in cases where a child is abducted:

- 44% occur in less than 1 hour
- 74% within 3 hours
- 91% within 24 hours
- 99% within 7 days
- 200 – 300 cases per year are classic kidnappings.
- Most are short-term and involve sexual assault

MISSION

The mission of the Brown County Child Abduction Response Team (CART) is to assist Brown County agencies with a pool of specialized personnel to aid in the safe and swift recovery of abducted or missing children. Additionally, the Brown County Area CART will assist in investigating, identifying, and apprehending predators who abduct children. The Brown County CART functions as a force multiplier for the agency requesting assistance, while the requesting agency retains overall control of their investigation.

HISTORY

The Brown County Child Abduction Response Team was established in 2016 and is one of the first Child Abduction Response Teams in the State of Wisconsin. The Brown County Child Abduction Response Team consists of representatives from law enforcement agencies through Brown County.

PURPOSE

The Brown County Child Abduction Response Team is intended to be as a force multiplier when it comes to the investigation of child abductions or critical missing children cases. The CART provides a formalized, cooperative response in an effort to bring as many resources to bear as possible. The purpose of this MOU is to delineate the responsibilities of the Brown County CART, maximize inter-agency cooperation, and formalize relationships between member agencies. When there is a CART activation, members of the Brown County CART will assist in investigating cases related to abducted or missing children.

CART

ORGANIZATIONAL STRUCTURE

The Brown County CART includes investigators from law enforcement agencies and other government agencies within Brown County as well as other civilian personnel. Participants acknowledge the Brown County CART is a joint operation in which all agencies act as partners. The Brown County Sheriff's Office serves as the coordinating agency by holding periodic meetings with participating agencies in order to disseminate information regarding investigative trends, training opportunities, equipment and operational needs, successes and concerns of the Brown County CART. The team has a main countywide CART Coordinator, an Assistant CART Coordinator, and it is recommended that each participating agency have its own Agency CART Coordinator.

The Brown County CART is a multi-agency endeavor consisting of participating law enforcement agencies, and external supporting agencies. This Memorandum of Understanding is entered into by and between the following participating agencies:

Brown County District Attorney's Office
Brown County Emergency Management
Brown County Public Safety Communications
Brown County Sheriff's Office
Green Bay Police Department
Ashwaubenon Department of Public Safety

De Pere Police Department
Hobart-Lawrence Police Department
Oneida Tribal Police Department
Pulaski Police Department
UW-Green Bay Public Safety
Wrightstown Police Department

It is anticipated that we will work in close concert with the following external support agencies, but they are not required to sign the Memorandum of Understanding as they already have the general authority and capabilities to assist in the CART mission.

Brown County Child Protection
Federal Bureau of Investigation (FBI)
National Center for Missing & Exploited Children
United States Transportation Security Administration (TSA)
WI Department of Community Corrections
WI Department of Criminal Investigations (DCI)
WI Department of Transportation – Division of State Patrol

Nothing in this MOU should be construed as limiting or impeding the basic spirit of cooperation that exists between the participating agencies.

Additional parties may, at the request and with the approval of the coordinating agency, the Brown County Sheriff's Office, enter into this Agreement at a later date as evidenced by their signing of this Agreement. Any agency may cancel its participation in the CART Agreement upon delivery of written notice of cancellation to the Brown County Sheriff's Office.

INVESTIGATIONS DIVISION

Commander Paul Ebel



Under the direction of Commander Paul Ebel, the Investigative Division is composed of all investigative functions of the Green Bay Police Department including:

- Detectives
- School Resource Officers
- Identification Forensic Sciences Unit (IFSU)
- Computer Forensics
- Evidence / Property Technicians
- Crime Analysis

The division's supervisory duties are assigned to four individuals:

- Commander Paul Ebel
- Captain Ben Allen
- Lieutenant Keith Gering
- Lieutenant Matt VanEgeren

The Investigations Division is responsible for investigating major crimes and criminal activity in the City of Green Bay that extend beyond the normal patrol officers job duties. Criminal investigations are assigned to one of the divisions 16 detectives. A detective typically has a case load of ten to 20 cases for which they are responsible. Four of the division's detectives are assigned to work sensitive crimes. They handle most of the child sexual assaults, maltreatment, child death incidents, and child pornography cases.

SCHOOL RESOURCE OFFICERS

The Green Bay Area Public School District and the Green Bay Police Department work closely together to ensure that the Green Bay Schools maintain a safe and secure learning environment. The Green Bay Police Department provides eleven School Resource Officers (SROs) to the district led by Lt. Gering. SROs are assigned among the four high schools and four middle schools. Two SROs are assigned to the elementary schools. As part of their position, they handle investigations that occur in a school environment and work with school administration to ensure a safe learning environment.



School Resource Officer Jason Leick handing out school supplies for the "Back to School Event."

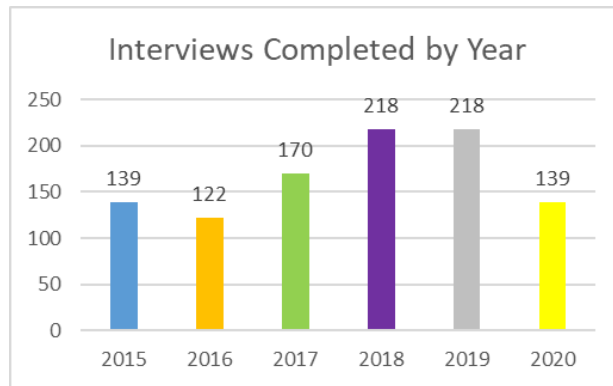
INVESTIGATIONS DIVISION

SENSITIVE CRIMES

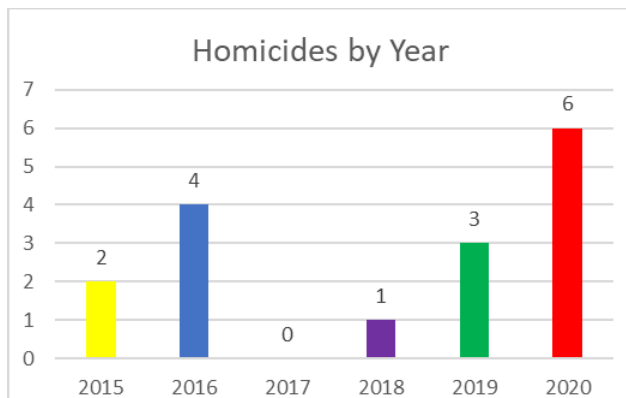
The Sensitive Crimes Unit works closely with Brown County Child Protection Services, Willow Tree Advocacy Center, and the Sexual Assault Center through Family Services. This close working relationship developed over several years and is focused on providing the best service by advocating for the victims of sensitive crimes and those victims who cannot protect themselves. During 2020 the Green Bay Sensitive Crimes Unit, along with Willow Tree Advocacy Center, conducted 139 child forensic interviews which was down significantly from 2019.

Crimes Against Children

- 2015 - 139
- 2016 - 122
- 2017 - 170
- 2018 - 218
- 2019 - 218
- 2020 - 139



VIOLENT CRIMES



Homicides

The number of homicides in the City of Green Bay increased to a five-year high of six in 2020. Our first reported homicide of the year was March 17, 2020. This was a particularly brutal homicide that had all of the division's investigators working toward identifying the suspect and bringing them to justice. Through their hard work and tenacity a suspect was identified and arrested less than a month later.

The second homicide of the year was on March 24, 2020. The suspect and the victim were involved in a dispute,

the suspect shot the victim and then fled to Milwaukee. Investigators from our agency worked closely with Milwaukee PD investigators and their fugitive task force. The task force quickly located the suspect and arrested him.

The third homicide of the year was on April 1, 2020. A female driving on Clinton Street in the early morning hours located a male victim laying in the street. It was later learned that the male had been shot over a drug dispute and his body was dumped on Clinton Street. Investigators were able to develop suspects in this homicide rather quickly and arrested three individuals for their role in the murder.

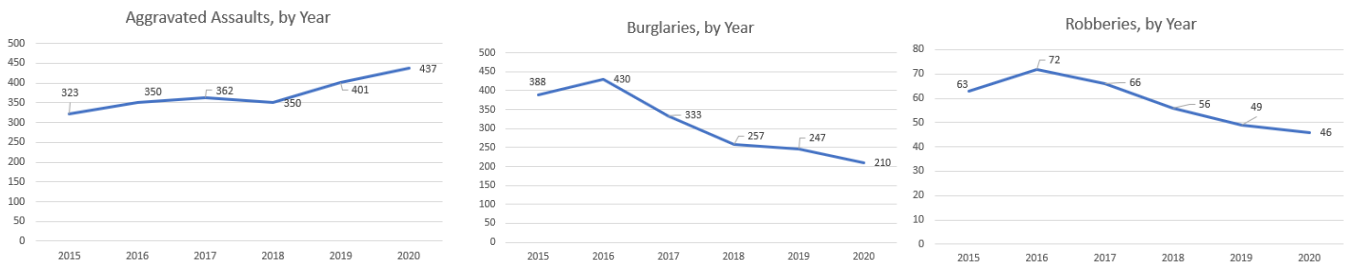
The fourth homicide happened in a near west side city park on June 19, 2020. A group of people were having a birthday celebration at the park. Individuals known to some of the attendees showed up in a vehicle and the individuals inside the vehicle opened fire. Three people were injured and one person died as a result of the gunshot wounds. Over time, investigators were able to identify one of the shooters. That suspect was arrested by the United States Marshals Service on November 12, 2020 in Illinois. Additional suspects remain unidentified at this time.

INVESTIGATIONS DIVISION

On September 18, 2020, two victims were shot at close range by a relative of one of the victims. During the overnight hours as the investigation unfolded, officers located the suspect operating a vehicle. A pursuit ensued traveling through the east side of the city, crossing the Main Street bridge at which point the suspect crashed his vehicle. As the officers went to take the suspect into custody, he stabbed (slashed) an officer with an edged weapon across the face before he was taken into custody.

1986 Cold case homicide: Solved

Detective Dave Graf started 2020 off by reviewing the 1986 cold case homicide of Lisa Holstead, one of Green Bay's oldest unsolved cases. Ms. Holstead's body was found partially submerged in water near the Bay of Green Bay in August of 1986. This case has had a DNA profile in the FBI's Combined DNA Index System (CODIS) for two decades without identifying a suspect. Detective Graf utilized new technology that was developed and used successfully by the FBI and other law enforcement agencies called genetic forensic genealogy. This technology allows an investigator to build a family tree using the suspects DNA profile from open source data available by companies that provide DNA profiles for people. Working closely with the FBI and the Wisconsin Department of Criminal Investigations for eight months, the team was finally able to develop a suspect. On October 28, 2020 the suspect was arrested at his residence in Racine Wisconsin and is awaiting trial in Brown County for Lisa Holstead's murder.



Aggravated assaults

There was an increased in aggravated assaults in 2020 by 8% over 2019. The trend since 2015 has been slight increases each year except for 2018.

Burglaries

Burglaries continued a downward five-year trend with 207 reported during 2020 compared to the five-year average of 310.

Robberies

Robberies continued a downward trend with 47 reported in 2020. The five-year average is 58.8.

Forensics

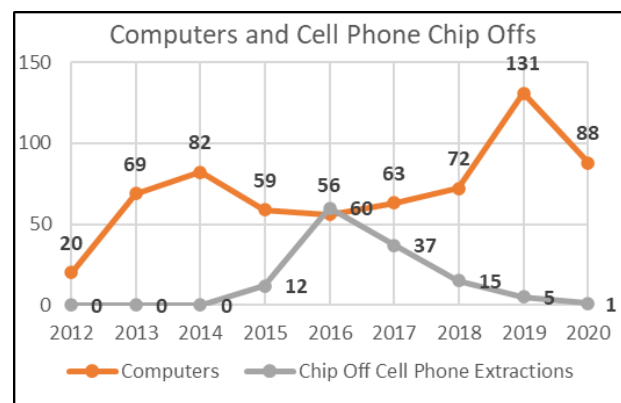
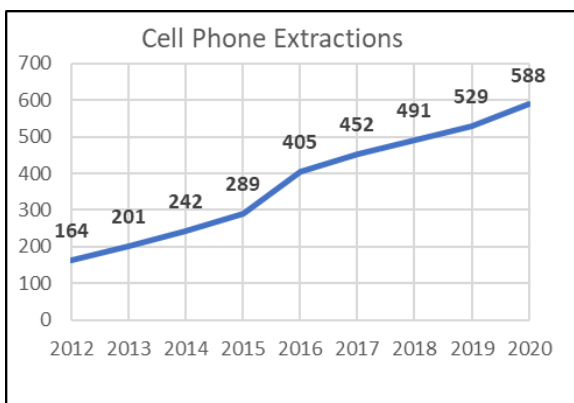
The department's civilian forensics staff processes major crime scenes, records video evidence, takes photographs, swabs for DNA, and collects evidence. They also process video collected from private citizens and businesses that capture suspects who have committed crimes and are unidentified. Forensics staff develop and update bulletins for officers in an attempt to identify crime suspects.

Forensics also processes evidence for fingerprints, palm prints, DNA, and any other significant identifiable marks that will link a suspect to the evidence being processed. The processing is done in the forensics lab, at a crime scene, or at the large evidence storage area that the department utilizes.

INVESTIGATIONS DIVISION

Computer Forensics

Many crimes are solved by downloading data from cell phones and computers through consent searches or warrants. The department has one person dedicated to processing digital evidence. This requires a high level of understanding regarding how digital systems function. During 2020, 677 pieces of digital evidence were processed. Since 2012, the Green Bay Police Department processed 4131 pieces of digital evidence. Chip offs, (the process of removing the computer chip from a cell phone), decreased as software companies developed the process of cracking user codes on cell phones.

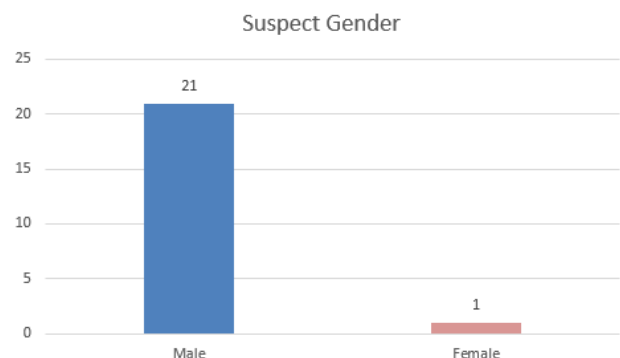
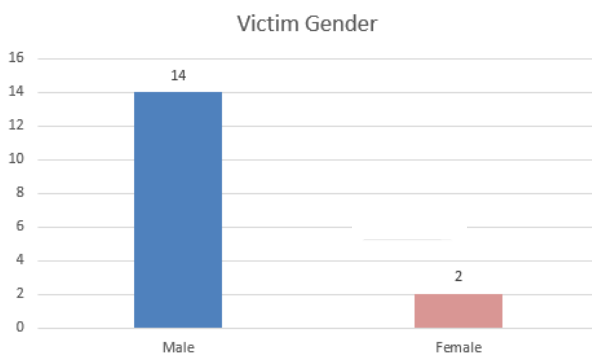


Internet Crimes Against Children

Detective John Peters handles all the Internet Crimes Against Children (ICAC) cases in addition to handling routine cases that are assigned to him. Detective Peters works closely with the Brown County Sheriff's Department ICAC task force and works collaboratively with Local, State, and Federal agencies. Most of these cases involve child pornography. Examples of these types of cases include children using social media to share images, child sex predators sharing child porn over the internet, and predators setting up meetings with underage children. Over the last five years, Detective Peters has been involved in 91 cybertip cases.

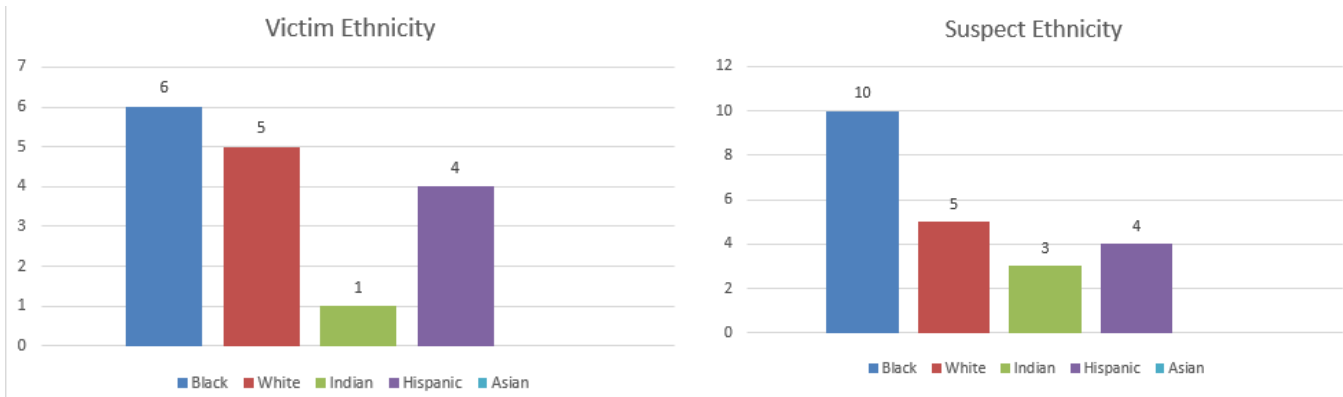
In 2020 Detective Peters has been assigned 49 cybertips and child exploitation cases. Detective Peters authored 12 search warrants either for residences or digital media.

HOMICIDE STATISTICS



INVESTIGATIONS DIVISION

HOMICIDE STATISTICS 2016-2020



DATE	REPORT #	SUSPECT	GENDER	RACE
6/8/15	15-206636	Sims, Percy Nathaniel	M	B
12/3/15	15-214620	Powell, Antwon Corderrel	M	B
4/2/16	16-203776	Arrington, Richard Michael	M	B
9/11/16	16-210892	McKinney, Richard Lee	M	B
9/29/16	16-211730	Tatum, David J, and Watson Atlas B	M/M	B/B
11/22/16	16-214093	Kiefer, Joseph David	M	W
1/22/18	18-200883	Thomas, Jeremiah (NMI)	M	B
1/27/19	2019-204839	Hatcher, Brion Lamar	M	B
2/22/19	19-209352	Williquette, Jared, Stevens, J, Rock, G, Kehoe, C	M/M/M/M	W/W/W/W
6/7/19	19-213335	Fonseca, Marcelia Dolores Flora	F	H
3/17/20	20-203017	Garcia-Saenz, Andres (NMI)	M	H
3/24/20	20-203177	Stokes, Marcus George	M	B
4/1/20	20-203357	Wayman, Waylon Thomas Graveen, Clark W Dick, Jerrick L	M/M/M	I/I/I
6/19/20	20-205642	Bowsky, Robert Jrome	M	B
9/28/20	20-209363	Lemus-Franco, Oscar Fernando	M	H
9/28/20	20-209363	Lemus-Franco, Oscar Fernando	M	H

INVESTIGATIVE DIVISION

Evidence

Evidence Technicians Nate Kozloski and Jean Rakers handle the management of the department's evidence. For years, the department has been critically short of space for storing evidence. The technicians worked hard to clear cases previously adjudicated by the courts in which the evidence is no longer needed. This effort started in earnest in 2017 and continues to this day. In 2020 the department took in 14,959 pieces of evidence and disposed of 16,500 pieces of evidence.

EVIDENCE

	IN	OUT
2015:	10348	5395
2016:	11366	4341
2017:	10677	12725
2018:	15348	17676
2019:	12972	16909
2020:	14959	16,500 est.

U.S. Marshals Task Force

In 2020, regional law enforcement agencies were approached by the US Marshal's Office to ascertain interest in participating in a criminal apprehension task force. The task force is designed to work with the Marshal's Office to apprehend violent wanted felons in the region. Detective Craig Pakkala, Phil Scanlan, Kevin Kempf, Brad Biller and Jason Leick were all sworn in as part-time U.S. Marshals on October 30th, 2020.

Looking Forward - Future Technology

National Integrated Ballistic Information Network (NIBIN)

In 2021 the department committed to become the Northeast Wisconsin center for the Integrated Ballistic Identification System (IBIS). This allows Green Bay personnel to determine relationships between spent shell casings recovered from firearms and crime scenes. The Bureau of Alcohol, Tobacco, and Firearms (BATF) manages the program identify spent shell casings from firearms world-wide. Green Bay will have the second agency in Wisconsin to have this technology.

Briefcam Software

Briefcam is a computer software that will dramatically reduce the amount of time detectives and forensics personnel take to review video. The software can analyze hours worth of video, index the objects in the video and significantly reduce the time investigators spend watching videos. This will save time on investigations and speed up the process of disseminating photos of wanted suspects to patrol and other agencies.

Link Analysis Software

The City of Green Bay utilized the mapping software called Esri. Esri recently released a "link analysis tool" which allows for the linking of people, places, and objects. GBPD is working in conjunction with Esri to refine the link analysis tool.

CRIME STATISTICS BY YEAR

Uniform Crime Reports (UCR)

The Green Bay Police Department submits crime data to the State of Wisconsin in accordance with the FBI's Uniform Crime Reports - National Incident Based Reporting System (NIBRS).

The program captures details on each single crime incident, as well as the separate offenses within the same incident, including information on victims, known offenders, relationships between victims and offenders, those arrested, and property involved in crimes.

TOTALS	2015	2016	2017	2018	2019	2020
Crimes Against Persons	1,521	1,553	1,608	1,613	1,675	1,477
Crimes Against Property	3,899	3,877	3,858	3,422	3,196	3,116
Crimes Against Society	1,465	1,579	1,491	1,699	1,620	1,846
GRAND TOTAL	6,885	7,009	6,957	6,734	6,491	6,439
Change from previous year		1.80%	-0.74%	-3.21%	-3.61%	-0.80%

CRIMES AGAINST PERSONS	2015	2016	2017	2018	2019	2020
Murder	2	4	0	1	3	6
Manslaughter	0	0	2	1	0	4
Sex Offenses	127	136	149	146	135	127
* Rape	46	56	51	54	61	54
* Sodomy	15	14	23	21	16	16
* Sexual Assault w/Object	9	10	10	11	10	10
* Fondling	57	56	65	60	48	47
Sex Off - Nonforcible	48	35	36	34	41	23
* Incest	0	0	0	0	0	0
* Statutory Rape	48	35	36	34	41	23
Assault Offenses	1,315	1,340	1,381	1,394	1,452	1,262
* Agg Assault	323	350	362	350	401	437
* Simple Assault	932	932	958	944	934	720
* Intimidation	60	58	61	100	117	105
Kidnapping/Abduction	29	38	27	22	29	26
Human Trafficking	0	0	13	15	15	29
* Comm Sex Acts	0	0	13	14	14	29
* Involuntary Servitude	0	0	0	1	1	0
TOTAL	1,521	1,553	1,608	1,613	1,675	1,477
Change from previous year		2.10%	3.54%	0.31%	3.84%	-11.82%

CRIMES AGAINST PROPERTY	2015	2016	2017	2018	2019	2020
Robbery	63	72	66	56	49	46
Burglary	388	430	333	257	247	210
Theft/Larceny	1,865	1,828	1,769	1,484	1,392	1,295
* Pocket-Picking	6	5	1	3	1	0
* Purse Snatching	2	5	1	2	1	0
* Shoplifting	668	604	537	512	466	430
* From Building	333	331	333	283	283	193
* From Coin Op Machine	4	4	4	15	6	7
* From MV	323	362	358	252	246	247
* Of MV Parts	84	76	105	95	134	130
* All Other	445	441	430	322	255	288
MV Theft	95	90	93	103	127	119
Stolen Property Offenses	20	21	50	46	33	43
Arson	14	9	19	7	10	12
Counterfeiting/Forgery	71	87	94	108	106	83
Fraud Offenses	550	530	543	496	443	430
* False Pretenses	280	262	272	274	256	230
* Credit Card/ATM	76	106	149	106	89	90
* Impersonation	159	113	89	82	78	96
* Welfare	1	1	0	0	0	0
* Wire	34	48	33	34	20	14
* Identity Theft	0	0	0	0	0	0
* Hacking/Comp Invasion	0	0	0	0	0	0
Embezzlement	49	55	66	36	40	29
Extortion/Blackmail	2	0	3	9	3	7
Bribery	1	0	0	0	0	0
Vandalism	781	755	822	820	746	842
TOTAL	3,899	3,877	3,858	3,422	3,196	3,116
Change from previous year		-0.56%	-0.49%	-11.30%	-6.60%	-2.50%
CRIMES AGAINST SOCIETY	2015	2016	2017	2018	2019	2020
Weapons	72	79	76	62	86	111
Prostitution Offenses	10	22	57	17	32	26
* Prostitution	3	12	32	11	25	25
* Prostitution - Assisting	6	3	15	3	3	1
* Prostitution - Purchasing	1	7	10	3	4	0
Drugs	1,353	1,431	1,295	1,549	1,437	1,646
* Drugs/Narcotics Vios	774	834	764	933	863	1,013
* Drug Equipment Vios	579	597	531	616	574	633
Gambling Offenses	0	0	0	0	0	0
* Betting	0	0	0	0	0	0
* Operating	0	0	0	0	0	0
* Equipment Violations	0	0	0	0	0	0
* Sports Tampering	0	0	0	0	0	0
Pornography	30	27	33	41	43	45
Animal Cruelty	0	20	30	30	22	18
TOTAL	1,465	1,579	1,491	1,699	1,620	1,846
Change from previous year		7.78%	-5.57%	13.95%	-4.65%	13.95%

BEHAVIORAL HEALTH OFFICER CLINICIAN TEAM

In 2017, GBPD implemented the first in the region full time behavioral health officer unit. At its inception, the unit consisted two full specially trained police officers solely dedicated to providing the highest quality service to people in our community suffering with mental health disorders. In 2018, Brown County added a clinical social worker to the team. The team is now known as the Systemwide Mental Health Assessment and Response Team. SMART had 1,341 client contacts involving 538 unique clients in 2020. This averages 2.49 contacts per person served. These contacts include face-to-face interactions, assessments, phone calls, follow-up, and emails from or regarding specific individuals. Of the 328 interactions that were completed face-to-face, 165 (50.3 %) of the contacts resulted in a formal crisis assessment being completed after meeting criteria for an assessment. Crisis assessments are completed based on the client's situation. In the future we will be adding two police officers and another county social worker to the team.

Brown County Systemwide Mental Health Assessment and Response Team 2020 Statistics

SMART Team Unique Individual Contacts for Adults and Youth 2020	
Adult	Youth
485	53

Source of SMART Team Referrals that Resulted in an Assessment in 2020		
	Adults	Youth
Concerned Person	8	0
Dispatched	104	30
Follow-up	5	1
PD Internal Referral	7	3
SMART Team Referral	6	1

Source of SMART Referrals

Police Department Internal Referral - The contact was initiated by an internal referral from a Green Bay Police Department officer. This would also include calls where assistance from SMART is requested.

Concerned Person - An individual makes direct contact with the clinician or one of the officers who are part of SMART and relays information regarding a potential situation that may need a response.

Dispatched - The contact was initiated from the law enforcement dispatch system.

Follow-up - The contact was initiated as follow-up, after an initial contact with the individual was completed.

SMART Team Referral - The contact was initiated by a member of SMART. For example, a case manager requests that the SMART Team attempt to make contact with an individual. These would include calls for service that SMART member is requested to meet with an individual.

BEHAVIORAL HEALTH OFFICER/CLINICIAN TEAM

2020 SMART Overall Face-to-Face Assessment Outcomes (165)				
	Adults (130)	Youth (35)	Total (165)	Percent Outcome
Placement not required to ensure safety	43	15	58	35.2%
Crisis Stabilization	8	0	8	4.85%
Emergency Detention	52	11	63	38.2%
Voluntary Hospitalization	16	7	23	13.9%
Other More Restrictive Action	1	1	2	1.21%
Dual Detention	8	0	8	4.85%
Arrest	2	1	3	1.82%

Definition of Placement Outcomes

Placement not required to ensure safety - The assessment resulted in an outcome that did not require a more restrictive placement. Potential outcomes include the individual was not in crisis, the individual de-escalated, or a safety plan was established.

Crisis Stabilization - An individual voluntarily agrees to be placed at a community based residential facility that specializes in providing supportive services to individuals experiencing a mental health crisis.

Emergency Detention - An individual meets the dangerousness criteria under Chapter 51.15 of either being a harm to themselves or others, a danger to themselves due to impaired judgement, or the inability to satisfy their basic needs.

Voluntary Hospitalization - An individual is agreeable to going to a psychiatric hospital. No formal legal action is taken to have the person placed at the hospital.

Other More Restrictive Action - This section can include a return from conditional, which is when a person on a Chapter 51 commitment is taken back to the psychiatric hospital related to decompensation. This could also be an Adult Protective Services action such as an emergency protective placement which places an adult individual in imminent danger in a safe setting.

Dual Detention- The individual is dually placed on an emergency detention and arrested. The individual is first provided psychiatric evaluation and treatment at a psychiatric hospital. At the time of discharge from the psychiatric hospital, the person is detained by law enforcement and taken to jail.

Arrested- The individual is detained and taken to jail related to legal charges.

Follow-Up - The clinician made 331 follow-up contacts with and related to the individuals they had previously worked with. Follow-ups include in-person visits, phone contacts, emails with information, and court related appearances.

PROFESSIONAL STANDARDS DIVISION



The Green Bay Police Department Professional Standards Division reports directly to the Chief of Police. From 2016 to 2020, the central areas of responsibility for the Professional Standards Division included internal investigations, the recruitment and hiring process, reviewing use of force reports, and training functions. The Professional Standards Division also oversees the field training program. Currently the Professional Standards Division is staffed by one captain, two lieutenants, and one administrative assistant.

Internal Investigations

The Green Bay Police Department Professional Standards Division investigates complaints on personnel as directed by the Chief of Police. Department policy defines personnel complaints as any allegation of misconduct or improper job performance that, if true, would constitute a violation of department policy or of federal, state or local law, policy, rule, or unbecoming conduct. These complaints are initiated by department personnel or by complaints from the public. Generally, the Professional Standards Division is assigned personnel complaints that involve serious misconduct or require complex investigations, while other complaints are generally investigated by the accused employee's shift or division supervisors. Personnel complaints that can include criminal conduct are investigated separately from internal investigations and the Chief of Police may request a criminal investigation by an outside law enforcement agency if needed.

There are seven possible dispositions to an internal complaint;

Sustained - When the investigation discloses sufficient evidence to establish that the act occurred and that it constituted misconduct.

Not sustained - When the investigation discloses that there is insufficient evidence to sustain the complaint or fully exonerate the member.

Unfounded - When the investigation discloses that the alleged acts did not occur or did not involve department members. Complaints that are determined to be frivolous will be classified as unfounded.

Exonerated - When the investigation discloses that the alleged act occurred but that the act was justified, lawful and/or proper.

False Complaint - The investigation revealed the complaint was filed with false information and malicious intent.

Withdrawn - The complainant has withdrawn the complaint and an investigation was not completed.

PROFESSIONAL STANDARDS DIVISION

Sustained policy violations for serious misconduct will result in disciplinary actions ranging from a permanent entry in an employee's personnel file, unpaid suspensions, termination of employment, or the filing of criminal charges. In the case of a sustained policy violation for a minor violation, a supervisor may use a written entry to the Administrative Counseling Register that is used to reprimand the employee and give instruction to correct the conduct. The disposition of "withdrawn" in fourteen out of seventeen instances in the five-year review occurred when the Chief of Police withdrew the complaint after the accused personnel resigned or retired prior to the completion of the internal investigation. One internal investigation was found to contain no policy violations. This led to the complaint being withdrawn. Two dispositions of withdrawn resulted when the citizen complainant voluntarily withdrew or rescinded their complaint.

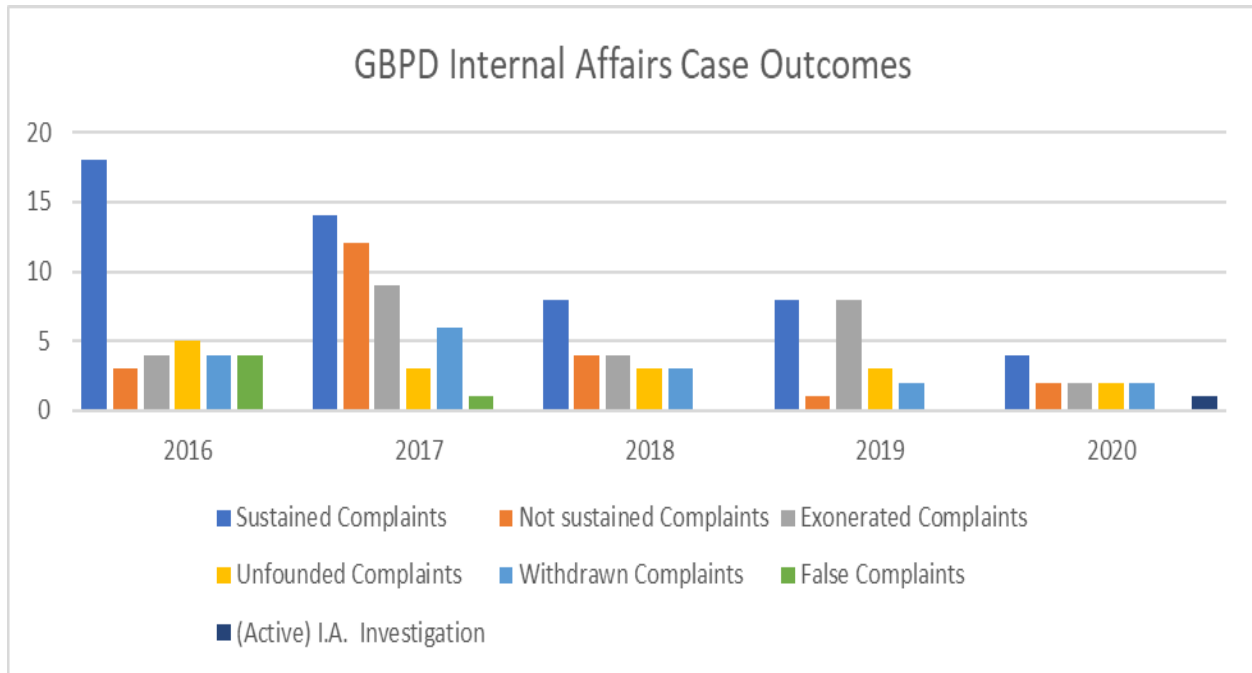
Brady / Giglio Issues

GBPD policy states that if information is received from any source when a member may have issues of credibility, dishonesty, or has been engaged in an act of moral turpitude or criminal conduct, the information shall be investigated and processed in accordance with the Personnel Complaints Policy. When information of this type is identified, the Professional Standards Division will notify the Brown County District Attorney. After review of this information, if the Brown County District Attorney determines there is exculpatory or impeachment information, that office will issue a notice, commonly called a "Brady Letter". "Brady" is the 1963 U.S. Supreme Court decision in *Brady v. Maryland*, expanded by the 1972 U.S. Supreme Court decision in *Giglio v. Maryland*. Assignment of a Brady Letter will adversely affect the ability of the involved officer to provide legal testimony. Upon receipt of the notice from the Brown County District Attorney, the Chief of Police ensures the Green Bay City Attorney receives that notification.

NOTE: Complaint investigations of Green Bay Police officers initiated between 2016 and 2020 resulted in five Brady letters being issued by the Brown County District Attorney's office. All the officers who received Brady letters resigned or were removed from their employment with the department.

Internal Affairs Cases	2016	2017	2018	2019	2020	5 year totals
Total Calls for Service	83,629	81,428	76,534	78,406	75,110	395,107
Total Internal Complaints	28	35	13	19	13	108
Total Involved Employees	38	45	22	22	13	140
Citizen Initiated Complaint	13	12	5	11	7	48
Internally Initiated Complaint	15	23	8	8	6	60
Sustained Complaints	18	14	8	8	4	52
Not sustained Complaints	3	12	4	1	2	22
Exonerated Complaints	4	9	4	8	2	27
Unfounded Complaints	5	3	3	3	2	16
False Complaints	4	1	0	0	0	5
Withdrawn Complaints	4	6	3	2	2	17
Assist other Agency I.A. Case	0	0	0	0	0	0
(Active) I.A. Investigation	0	0	0	0	0	0
Complaint % of Calls for Service	0.05%	0.06%	0.03%	0.03%	0.02%	0.04%

PROFESSIONAL STANDARDS DIVISION



Department Discipline by Year

Discipline 2016

During 2016, there were 28 formal internal investigations which involved a total of 38 department personnel. Citizen complaints on department personnel accounted for 13 of the investigations and internally generated complaints accounted for the other 15 investigations.

2016 TOTAL INVESTIGATIONS	
Citizen-Initiated	13
Internal	15
Total	28

2016 Employee Dispositions	
Sustained	18
Unfounded	5
False Complaints	4
Not sustained	3
Withdrawn	4
Exonerated	4
Total	38

PROFESSIONAL STANDARDS DIVISION

Fourteen of the sworn officers with sustained complaints of serious misconduct received the following discipline;

EMPLOYEE	NATURE OF SUSTAINED COMPLAINT	DISCIPLINE
Sworn Officer	Inappropriate Relationship, Performance, and Improper Use of Informants	10 Day Suspension
Sworn Officer	Disparaging Remarks, Unbecoming Off-Duty Conduct	2 Day Suspension
Sworn Officer	Officer Response to Calls Resulting in a Traffic Crash, Unsafe Driving	1 Day Suspension
Sworn Officer	Officer Response to Call Resulting in a Traffic Crash, Unsafe Driving	1 Day Suspension
Sworn Officer	Performance, Conduct, Employee Speech & Expression	15 Day Suspension
Sworn Officer	Officer Response to Call Resulting in a Traffic Crash, Unsafe Driving	1 Day Suspension
Sworn Officer	Reasonableness of Use of Force, Unauthorized Vehicle Pursuit	Last Chance Agreement
Sworn Officer	Officer Response to Call Resulting in a Traffic Crash, Unsafe Driving	1 Day Suspension
Sworn Officer	Prohibited Speech, Discrimination, Unbecoming Conduct	1 Day Suspension
Sworn Officer	Prohibited Speech, Discrimination, Unbecoming Conduct	15 Days Suspension
Sworn Officer	Prohibited Speech, Discrimination, Unbecoming Conduct	7 Days Suspension
Sworn Officer	Prohibited Speech, Unbecoming Conduct	2 Days Suspension
Sworn Officer	Prohibited Speech, Discrimination, Unbecoming Conduct	30 Days Suspension
Sworn Officer	Prohibited Speech, Unbecoming Conduct	1 Day Suspension

Four other sworn officers resigned prior to the completion of their internal investigations which led to the complaints being withdrawn. In addition to the serious discipline, there were four officers who received administrative counseling registry entries for sustained complaints that were minor infractions.

Discipline 2017

In 2017 there were 35 formal internal investigations which involved a total of 45 department personnel. Citizen reported complaints accounted for 12 of the investigations and internally reported complaints accounted for the other 23 investigations.

PROFESSIONAL STANDARDS DIVISION

2017 TOTAL INVESTIGATIONS	
Citizen-Initiated	12
Internal	23
Total	35

2017 Employee Dispositions	
Sustained	14
Unfounded	3
False Complaints	1
Not sustained	12
Withdrawn	6
Exonerated	9
Total	45

Nine of the sworn officers with sustained complaints of serious misconduct received the following discipline in 2017;

EMPLOYEE	NATURE OF SUSTAINED COMPLAINT	DISCIPLINE
Sworn Officer	Unauthorized Information Access & Release, Unbecoming Conduct	Removal From Position
Sworn Officer	Unethical Conduct, Misrepresenting Facts, Dishonesty	Termination/Brady Letter
Sworn Officer	Off-Duty Criminal Conduct	Termination/Brady Letter
Sworn Officer	Unsatisfactory Performance, Supervisor Failure to Prevent Harassment, Failure to be Aware of Performance of Subordinates	15 Days Unpaid Suspension
Sworn Officer	Unsatisfactory Work Performance, Failure to Supervise	5 Days Unpaid Suspension
Sworn Officer	Improper Application of Conducted Energy Device, Misleading Reporting	5 Days Unpaid Suspension
Sworn Officer	Improper Application of Conducted Energy Device, Inappropriate Use of Force	5 Days Unpaid Suspension
Sworn Officer	Neglect of Duty, Unsatisfactory Work Performance, and Attendance	2 Days Unpaid Suspension

One other sworn officer was initially issued a discipline notice from a sustained complaint but retired prior to the completion of the adjudication process. One officer received a Brady Letter for knowingly making false statements but resigned prior to the completion of his investigation. Six other officers resigned or retired prior to the completion of their internal investigations which led to the complaints being withdrawn. In addition to the serious discipline, there were two officers who received administrative counseling registry entries for sustained complaints that were minor infractions, one sworn officer was placed on a work improvement plan, and two officers received permanent entries in their personnel files.

PROFESSIONAL STANDARDS DIVISION

Discipline 2018

In 2018 there were 13 formal internal investigations which involved a total of 22 department personnel. Citizen reported complaints accounted for five of the investigations and internally reported complaints accounted for the other eight investigations.

2018 TOTAL INVESTIGATIONS	
Citizen-Initiated	5
Internal	8
Total	13

2018 Employee Dispositions	
Sustained	8
Unfounded	3
False Complaints	0
Not sustained	4
Withdrawn	3
Exonerated	4
Total	22

Three of the officers with sustained complaints of serious misconduct received the following discipline;

EMPLOYEE	NATURE OF SUSTAINED COMPLAINT	DISCIPLINE
Sworn Officer	Derogatory Comments, Prohibited Speech, Disruptive Conduct	3 Days Unpaid Suspension Last Chance Agreement
Sworn Officer	Exceeding Police Powers, Conflict of Interest, Unlawful Exercise of Authority	5 Days Unpaid Suspension Removal from Specialty Position
Sworn Officer	Unreasonable Use of Force, Interfering With Public Recording, Reasonableness of Stop	1 Day Unpaid Suspension

In addition to the serious discipline, one sworn officer received a permanent entry in his personnel file, while four sworn officers received administrative counseling registry entries for sustained complaints that were minor infractions. One officer resigned prior to the completion of his internal investigation which led to the complaint being withdrawn. Two of the dispositions of withdrawn came from one internal complaint, and in this instance, the citizen complainant withdrew their complaint.

PROFESSIONAL STANDARDS DIVISION

Discipline 2019

In 2019 there were 19 formal internal investigations which involved a total of 22 department personnel. Citizen reported complaints accounted for 11 of the investigations and internally reported complaints accounted for the other eight investigations.

2019 TOTAL INVESTIGATIONS	
Citizen-Initiated	11
Internal	8
Total	19

2019 Employee Dispositions	
Sustained	8
Unfounded	3
False Complaints	0
Not sustained	1
Withdrawn	2
Exonerated	8
Total	22

Three of the sworn officers with sustained complaints of serious misconduct received the following discipline;

EMPLOYEE	NATURE OF SUSTAINED COMPLAINT	DISCIPLINE
Sworn Officer	Officer Response to Call Resulting in a Traffic Crash, Unsafe Driving	1 Day Suspension
Civilian Staff	Unbecoming Conduct, Derogatory Comment	1 Day Suspension
Sworn Officer	Unauthorized Disclosure, Release of Protected Information, Unbecoming Conduct	Removal from Specialty Position

One officer retired prior to the completion of their internal investigation and one other officer resigned prior to the completion of their internal investigation which led to the complaints being withdrawn. In addition to the serious discipline, one sworn officer received a permanent entry in their personnel file, while four sworn officers received administrative counseling registry entries for sustained complaints that were minor infractions.

PROFESSIONAL STANDARDS DIVISION

Discipline 2020

In 2020 there were 13 formal internal investigations which involved a total of 13 department personnel. Citizen reported complaints accounted for six of the investigations and internally reported complaints accounted for the other 7 investigations.

2020 TOTAL INVESTIGATIONS	
Citizen-Initiated	7
Internal	6
Total	13

2020 Employee Dispositions	
Sustained	4
Unfounded	2
False Complaints	0
Not sustained	2
Withdrawn	3
Exonerated	2
Active I.A. Investigation	0
Total	13

Three of the sworn officers with sustained complaints of serious misconduct received the following discipline;

EMPLOYEE	NATURE OF SUSTAINED COMPLAINT	DISCIPLINE
Sworn Officer	Untruthful Statements, Neglect of Duty, Concealing Incompetent Work,	Resigned prior to discipline, Brady Letter
Civilian Staff	Unauthorized Weapon in City-Owned Vehicle, Unauthorized Carrying of a Weapon in the Course of Employment	Resigned in lieu of termination
Sworn Officer	Officer Response to Call Resulting in a Traffic Crash, Unsafe Driving	10 Days Unpaid Suspension

One officer received a Brady Letter, but that officer resigned prior to the completion of the investigation. which led to the complaint being withdrawn. One sustained complaint resulted in a permanent entry in the sworn officer's personnel file. Two internal investigations that were assigned to the Professional Standards Division were found to have no policy violations which led to the complaints being withdrawn.

Reviewing Use of Force

The Green Bay Police Department recognizes that the use of force by law enforcement personnel is a matter of critical concern, both to the public and to the law enforcement community. Officers are involved on a daily basis in numerous and varied interactions and, when warranted, may use reasonable force in carrying out their duties. Department policy mandates that officers must have an understanding of, and true appreciation for, their authority and limitations. This is especially true with respect to overcoming resistance while engaged in the performance of law enforcement duties. The Green Bay Police Department recognizes and respects the value of all human life and dignity without prejudice to anyone. Vesting officers with the authority to use reasonable force and to protect the public welfare requires monitoring, evaluation, and a careful balancing of all interests. Officers shall use only that amount of force that reasonably appears necessary given the facts and circumstances perceived by the officer at the time of the event to accomplish a legitimate law enforcement purpose.

PROFESSIONAL STANDARDS DIVISION

Green Bay Police Department policy mandates that any use of force by a member of this department shall be documented promptly, completely, and accurately in an appropriate report, depending on the nature of the incident. The officer should articulate the factors perceived and why they believed the use of force was reasonable under the circumstances. Supervisory notification shall be made as soon as practicable following the application of force following a policy mandated set of circumstances. Additionally, the Shift Commander shall review each use of force by any personnel within their command to ensure compliance with this policy and to address any training issues. Lastly, from 2016 to 2020, the Professional Standards Division or other designated supervisors, reviewed each use of force.

The different types of use of force were broken down into eleven categories defined by the Green Bay Police Department Use of Force Policy; active countermeasures, baton or kinetic weapon (beanbag weapon), conducted energy device (CED) drive stun, CEW probe shot, chemical (OC or CN), firearm, K-9, passive countermeasures, vehicle Pursuit Intervention Technique (PIT), vehicle ram, and other. Use of force at the Green Bay Police Department is guided by both internal policy and the Defense and Arrest Tactics (DAAT) Training Guide for Law Enforcement Officers published by the Wisconsin Department of Justice Law Enforcement Standards Board.

The use of Choke Holds are prohibited by GBPD policy except in situations where the use of deadly force is allowed by law. A choke hold is defined as a physical maneuver that restricts an individuals' ability to breathe for the purposes of incapacitation. Additionally, GBPD policy mandates that any officer who is aware of another law enforcement officer or a member using force that is beyond that which is objectively reasonable under the circumstances shall, when in a position to do so, intercede to prevent the use of unreasonable force. GBPD policy also states that when circumstances reasonably permit, officers should use non-violent strategies and techniques to decrease the intensity of a situation, improve decision-making, improve communication, reduce the need for force, and increase voluntary compliance.

Active countermeasures are defined in the 2017 Wisconsin DAAT Manual as consisting of vertical stuns and focused strikes. Vertical stuns are defined as "forcefully directing the subject's torso into a solid vertical surface." Focused strikes are defined as including reaction hand strikes, reaction forearm strikes, strong hand strikes, strong forearm strikes, reaction front kicks, and reaction knee strikes that are directed at a specific body area.

Batons and kinetic weapons are authorized for use to control a person who is violent or who demonstrates the intent to be violent. Batons as an impact weapon are defined in the 2017 Wisconsin DAAT Manual as intermediate weapons and the purpose of their use is to "impede a subject, preventing him or her from continuing resistive, assaultive, or otherwise dangerous behavior." GBPD authorizes only a department approved wood straight baton or a metal expandable baton for use. Kinetic weapons include the kinetic energy projectile shotgun, commonly referred to as a beanbag weapon, and kinetic weapons used by GBPD SWAT personnel.

PROFESSIONAL STANDARDS DIVISION

Green Bay Police Department policy authorizes the use of a Conducted Energy Device (CED) to control a person who is displaying active resistance or its threat. This is the same criteria for the use of a CED in the Wisconsin DAAT. Manual. A CED can be used to propel probes connected by wires or to make direct contact with the CED by use of a drive stun. The appropriate use of a CED is intended to result in fewer serious injuries to suspects and officers. Only three types of CED were approved for use by the Green Bay Police Department from 2016 to 2020, the Taser model X-26, the Taser XREP, and the Taser model X2. Only officers who have successfully completed department-approved training may be issued and carry the CED. By the end of 2016, all of the Taser XREP units were eliminated from the department inventory, and by the end of 2018, all of the Taser model X-26 CED units were eliminated from the department inventory as they were all out of warranty and no longer supported by the parent company of Taser, the Axon Corporation.

Chemical uses of force are limited to oleoresin capicum (OC) spray for all sworn officers. According to the 2017 Wisconsin DAAT. Manual, “the goal for using OC spray is to overcome active resistance or its threat. OC spray (also called “pepper spray”) works by creating in the subject a variety of physical effects that may result in confusion and disorientation, thus disrupting the subject's ability to resist or continue to resist.”

GBPD officers may only use firearms that are issued or approved by the department and can not carry firearms (on duty or off duty) unless they have met the yearly qualifications for the use of the particular firearm. Officers are limited to a select group of department authorized Glock handguns for on duty use and may only carry only department-authorized ammunition. Firearms may only be discharged at human beings when deadly force is justified. The 2017 Wisconsin DAAT Manual, describes behavior that justifies an officer’s use of deadly force as that which has caused or imminently threatens to cause death or great bodily harm to the officer or another person or persons. Warning shots or shots fired for the purpose of summoning aid are not allowed by GBPD policy.

Passive countermeasures are defined in the 2017 Wisconsin DAAT Manual as being designed to decentralize a subject and consisting of the Secure-the-Head Decentralization, the Hug-Yourself Decentralization, the Lower-Your-Center Decentralization, and the Pull-In/Push-Down Decentralization. The manual defines the purpose of passive countermeasures as directing a subject to the ground. Passive countermeasures are appropriate when an officer believes that they will not be able to achieve control of a subject when the subject is standing. The above four types of decentralization are designed to, as much as possible, safeguard the subject's head and neck and limit the rate of descent to the ground.

Officers at the GBPD are formally certified to use the Pursuit Intervention Technique (PIT). GBPD policy states that the use of PIT is considered an intermediate use of force. Further, GBPD policy defines PIT as a trained technique, which utilizes controlled contact between a police vehicle and a pursued vehicle, at low speeds, which is intended to cause the driver of the pursued vehicle to lose control of their vehicle. Vehicle ramming is a non-trained deadly force technique in which there is an abrupt and deliberate act of impacting a violator's vehicle with another vehicle to functionally damage or otherwise force the violator's vehicle to stop. Vehicle ramming may only be used when deadly force is justified.

PROFESSIONAL STANDARDS DIVISION

The last category assigned to use of force is called “other.” This category includes unusual instances when a technique was used which is not trained but justified under the circumstances. As with all other types of use of force, GBPD policy directs that officers shall use only that amount of force that reasonably appears necessary given the facts and circumstances perceived by the officer at the time of the event to accomplish a legitimate law enforcement purpose.

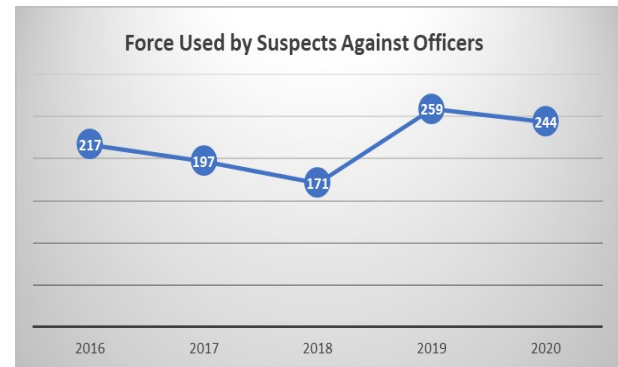
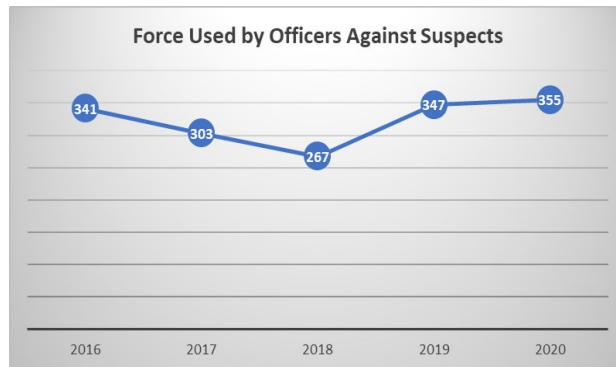
Green Bay Police Department policy recognizes that circumstances may arise in which officers reasonably believe that it would be impractical or ineffective to use any of the tools, weapons or methods provided by this department. Officers may find it more effective or reasonable to improvise their response to rapidly unfolding conditions that they are confronting. In such circumstances, the use of any improvised device or method must nonetheless be reasonable and utilized only to the degree that reasonably appears necessary to accomplish a legitimate law enforcement purpose. The category of other would be reported under these circumstances.

The Green Bay Police Department tracks use of force of the use of force by call type, the force used by officers on suspects, the force used by suspects on officers, the injuries sustained by suspects during officer use of force, the injuries sustained by officers during suspect use of force, and the gender and ethnicity of suspects on who force was used.

Use of Force by Call Type							
Category	2016	2017	2018	2019	2020	5 year Totals	% Of Force All Calls
Calls for Service (Total)	83,629	81,428	76,534	78,406	75,110	395,107	
Dispatched	195	183	156	218	226	978	0.25%
Self Initiated	68	56	48	62	47	281	0.07%
Sudden Assault	7	2	2	1	3	15	0.00%
Unknown	0	0	1	2	1	4	0.00%
Other	0	0	0	0	0	0	0.00%
UOF totals by YR	0.23%	0.22%	0.20%	0.28%	0.30%		

Force Used by Officers Against Suspects							
Type	2016	2017	2018	2019	2020	5 year Totals	% Of Force All Calls
Calls for Service (Total)	83,629	81,428	76,534	78,406	75,110	395,107	
ACTIVE COUNTERMEASURES	58	55	46	60	60	279	0.07%
BATON	2	4	5	2	3	16	0.00%
C.E.W. (TASER - DRIVE STUN)	10	11	14	8	12	55	0.01%
C.E.W. (TASER - PROBE SHOT)	56	47	36	34	42	215	0.05%
CHEMICAL (O.C. / C.S. / C.N.)	50	26	15	19	27	137	0.03%
KINETIC ENERGY (Bean Bag)	2	1	1	0	0	4	0.00%
FIREARM (HANDGUN / LONG GUN)	0	0	1	0	5	6	0.00%
K-9				17	19	36	0.01%
OTHER	11	8	6	13	4	42	0.01%
PASSIVE COUNTERMEASURES	151	148	136	192	178	805	0.20%
TIRE DEFLATION DEVICES	0	0	0	1	0	1	0.00%
VEHICLE (P.I.T.)	1	3	5	1	5	15	0.00%
Vehicle(Ramming, Roadblock)	0	5	1	0	0	6	0.00%
Total Force used by Officers	341	303	265	347	355	1,611	0.41%
% of Calls Physical Force Used Against Suspect	0.45%	0.39%	0.35%	0.44%	0.47%		

PROFESSIONAL STANDARDS DIVISION



(Use of Force) Suspect Gender and Race Description							
Category	2016	2017	2018	2019	2020	Totals	% Of Force All Calls
Calls for Service (Total)	83,629	81,428	76,534	78,406	75,110	395,107	
Females	42	44	43	71	70	141	0.04%
Males	228	196	164	212	207	419	0.11%
Gender Unknown	0	1	0	0	0	0	0.00%
Caucasian	129	103	82	132	102	234	0.06%
Hispanic	32	26	37	32	41	73	0.02%
Asian American	6	5	1	5	9	14	0.00%
African American	61	66	58	67	67	134	0.03%
Native American	42	41	29	47	56	103	0.03%
Unknown	0	0	0	0	2	2	0.00%
Total UOF Incidents Overall	270	240	207	283	277	1277	0.00%
UOF Totals of Minority Ethnicity	141	138	125	151	173	728	0.18%
% of Minority UOF vs all UOF	52.22%	57.50%	60.39%	53.36%	62.45%		

Force Used by Suspects Against Officers							
Type	2016	2017	2018	2019	2020	5 year Totals	% Of Force All Calls
Calls for Service (Total)	83,629	81,428	76,534	78,406	75,110	395,107	
Armed Assault - Firearm	0	1	1	1	7	10	0.00%
Armed Assault - Edged Weapon	1	1	2	7	10	21	0.01%
Armed Assault - Blunt Object	2	2	0	3	5	12	0.00%
Armed Assault - Thrown Object	0	1	1	3	1	6	0.00%
Unarmed Assault	185	166	147	219	196	913	0.23%
Vehicle Assault	1	5	5	3	2	16	0.00%
Other	28	21	15	23	23	110	0.03%
Total Force used Against Officers	217	197	171	259	244	1088	0.28%
% of Calls Physical Force used Against Officers	0.26%	0.24%	0.22%	0.33%	0.32%		

PROFESSIONAL STANDARDS DIVISION

Injuries Sustained By Suspect During Officer Use of Force							
Type	2016	2017	2018	2019	2020	5 year Totals	% Of Force All Calls
Calls for Service (Total)	83,629	81,428	76,534	78,406	75,110	395,107	
No Injuries	149	135	108	159	131	682	0.17%
Abrasions	44	40	50	61	67	262	0.07%
Burns	0	0	1	3	1	5	0.00%
Contusions	12	17	10	9	26	74	0.02%
Lacerations	22	9	10	19	18	78	0.02%
Punctures or Bites	41	26	24	34	48	173	0.04%
Strains or Sprains	2	2	6	6	9	25	0.01%
Fracture	3	1	0	5	5	14	0.00%
Other	17	19	12	11	25	84	0.02%
Death	0	0	1	0	1	1	0.15%
Suspect Injury Totals	141	114	114	148	199	716	0.18%
% of Calls for Service Suspect Injured	0.18%	0.15%	0.15%	0.19%	0.26%		

Officer Involved Shootings: On October 19, 2018, at 3030 Curry Lane, in the garage at the Brown County Jail, one Green Bay Police Department police officer fired their department issued handgun at a suspect resulting in that person's death.

On May 9, 2020, at 2817 University Avenue, two Green Bay Police Department police officers both fired department issued firearms at a suspect resulting in that person's death.

On December 27, 2020, a suspect with several arrest warrants fled from officers in his vehicle and an officer used a PIT maneuver to end the pursuit. The suspect then fired shots from a handgun in the direction of the officers and three GBPD officers used their department issued firearms to shoot back at the suspect. Neither the suspect nor the officers were injured by the firearms.

Injuries Sustained By Officer During Suspect Use of Force							
Type	2016	2017	2018	2019	2020	Totals	% Of Force All Calls
Calls for Service (Total)	83,629	81,428	76,534	78,406	75,110	395,107	
No Injuries	207	190	153	221	211	982	0.25%
Abrasions	28	18	29	31	45	151	0.04%
Burns	0	0	2	1	1	4	0.00%
Contusions	8	5	10	10	7	40	0.01%
Lacerations	3	1	1	4	3	12	0.00%
Punctures or Bites	2	1	1	5	4	13	0.00%
Strains or Sprains	3	6	14	8	17	48	0.01%
Fracture	1	0	1	0	0	2	0.00%
Other	9	4	5	8	5	31	0.01%
Death	0	0	0	0	0	0	0.00%
Officer Injury Totals	54	35	63	67	82	301	0.08%
% of Calls for Service Officer Injured	0.06%	0.04%	0.08%	0.09%	0.11%		

PROFESSIONAL STANDARDS DIVISION

Recruitment and Hiring Process

The recruitment and hiring process overseen by the Professional Standards Division is a thorough and comprehensive process to ensure that the Green Bay Police Department is hiring only those individuals who demonstrate a commitment to service and who possess the traits and characteristics that reflect personal integrity and high ethical standards.

The Professional Standards Division works continuously with the Green Bay Department of Human Resources to innovate, streamline, adapt, and evolve to stay competitive in the hiring market. We strive to hire the best candidates to represent and serve our community.

To begin the hiring process, all applicants must submit an online application through the City of Green Bay website. The applicants who meet the qualifications are invited to participate in a written test. The written test is held at the local technical college and consists of a handwritten report writing exercise and a 100-question multiple choice law enforcement knowledge test. Candidates who pass the written test are interviewed by a panel of Professional Standards and Human Resources personnel. To adapt to expediency constraints and the Covid-19 pandemic, many of the interviews are conducted virtually. The Green Bay Police Department testing process has also been adapted to be mobile one day events so that Professional Standards personnel can travel throughout the state to provide testing to interested and qualified candidates as many times a year as needed, and at as many locations as necessary.

An eligibility list is then established by Human Resources based on the combined results of the written test and initial interviews. Background investigations are then initiated along with required participation in a Personnel Evaluation Profile and related pre-employment interview. The background investigation includes interviews of current and former employers, interviews of residents in the candidate's neighborhood, interviews of former teachers, a credit check, and interviews of personal references. Once the background is completed, a formal investigative summary is presented to the Chief of Police for a recommendation on the candidate. A successful recommendation by the Chief of Police results in the investigative summary being sent to the City of Green Bay Police and Fire Commission for an interview and final hiring decision. When the Green Bay Police and Fire Commission makes their hiring decision, the prospective candidate is given a conditional offer of employment. Candidates are then required to pass a psychological examination, a polygraph examination, and a physical examination.

After an officer is hired by the Green Bay Police Department, they are on probation for one year and must successfully complete the department Field Training Officer (FTO) program. It is the policy of this department to assign all new police officers to a structured FTO Program that is designed to prepare the new officer to perform in a patrol assignment and to acquire all of the skills needed to operate in a safe, productive and professional manner.

Hiring and diversity of the Green Bay Police Department are contained in the following charts:

PROFESSIONAL STANDARDS DIVISION

Sworn Category	2016	2017	2018	2019	2020
Authorized Number of Sworn Officers	194	194	194	194	194
Actual Number of Sworn Officers figure	183	183	183	185	180
Sworn Retirements	3	10	7	9	4
Medical Retirements	0	0	1	0	0
Sworn Resignations	0	6	1	4	4
Sworn Terminations	0	1	1	0	0
New Officers Hired	14	15	15	13	8
New Officers Failed on Probation	2	0	1	0	1

GBPD Ethnic Make Up					
Category	2016	2017	2018	2019	2020
Actual Sworn Officer figure	183	183	183	185	180
Females	23	24	26	28	29
Males	160	159	157	155	151
Caucasian	173	173	169	169	163
Hispanic	2	2	5	5	6
Asian American	1	1	1	1	1
African American	4	4	4	4	4
Native American	3	3	3	5	5
Mid Eastern	0	0	1	1	1
Totals	183	183	183	185	180
Open Positions carried over	0	0	0	2	-5

GBPD Military Veterans					
Category	2016	2017	2018	2019	2020
Military Veteran All Employees	37	33	35	36	34



MARINE UNIT

The Harbor Patrol was formed in 2001. The concept came from Community Police Officer Dave Swanson when he found that there were violations and safety issues that he could not address from the shore. The patrol was started and run by Community Police Officers who patrolled in a rented jet boat.

The unit was very successful and became its own unit with officers through the department and was eventually renamed the Marine Unit. The unit currently has two patrol boats which were purchased with Homeland Security grant money and assistance from the Wisconsin Department of Natural Resources (DNR).

The Green Bay Police Department Marine Unit patrols the Fox River within the city limits and the lower bay of Green Bay. GBPD Marine Officers patrol these federally regulated waterways at various times during the season. The mission of the Marine Unit is to protect and provide a safe environment on the water which may include assisting disabled vessels, working to provide maritime support during Dive Team /SWAT operations, and aiding in search and rescue incidents. The Marine unit works closely with the U.S. Coast Guard, the Wisconsin Department of Natural Resources, and Green Bay Metro Fire Department in these emergency operations.

Tall Ships Festival

In 2016 and 2019, the Tall Ships Festival was held at Leicht Park, also known as “The Port of Green Bay.” The GBPD Marine Unit was responsible for the safety of thousands in attendance both on land and on water. The unit provided security for the personally owned vessels and the sailing ships from across the United States and ports abroad.

During the festival, the Marine Unit was on patrol and monitored the vicinity via Port Security cameras. Each ship’s captain entered into a “Declaration of Security” which is a document that outlines the security measures in place at the port from the time the vessel ties up to the dock until the time the vessel leaves the dock. The security measures are provided by the Facility Security Officer (Marine Unit Supervisor) to ensure the safety of the port as well as the vessel and their passengers.



The “Bounty”, pictured next to the GBPD Marine Unit Patrol vessel, visited the Port of Green Bay August 13-15, 2010 as part of the “Tall Ships” festival. Sadly, the “Bounty” sank in the Atlantic Ocean on October 29, 2012 during Hurricane Sandy.

SWAT TEAM



The Green Bay Police Department Special Weapons and Tactics (SWAT) Team was formed in 1982. Since its inception, the team has responded to 691 high risk incidents. A SWAT Team is defined as a designated law enforcement team whose members are recruited, selected, trained, equipped, and assigned to resolve critical incidents involving a threat to public safety, which would otherwise exceed the capabilities of traditional law enforcement first responders and/or investigative units, by the National Tactical Officers Association (NTOA).

The Green Bay Police Department SWAT Team is comprised of one team commander, two assistant commanders and twenty-one tactical operators who are taken from various divisions within the department. There is also one civilian technical support person, seven Crisis Negotiation Team (CNT) members and eleven Tactical Emergency Medical Services (TEM) personnel from the Green Bay Metro Fire Department. Also, within the SWAT Team, there are several specialty positions including Team Leader, Assistant Team Leader, Sniper/Observers, Breachers (Mechanical and Explosive), SWAT K-9 operators and a Technology Operator.

The Green Bay Police Department SWAT Team was also selected by the State as a joint Aligned Law Enforcement Response Team (ALERT) with the Brown County Sheriff's Department SWAT Team. The ALERT is comprised of specialized teams of law enforcement professionals specific to SWAT, Bomb Technician, and/or Dive that allows them to deliver enhanced capabilities/tactics and specialized equipment in high-risk situations. Tactical capabilities include SWAT and Bomb Squads but may include the Dive Team where they are well prepared, with a highly coordinated plan for the purpose of delivering armed, tactical response to environments containing Weapons of Mass Destruction (WMD), acts of terrorism, hazardous devices or other critical incidents for the purpose of substantially reducing the risk of injury or loss of life to citizens, law enforcement officers and suspects, should such an event occur. Dive teams more specifically will be for the purpose of delivering advanced search, investigation, and recovery capabilities in the marine environment.

The Green Bay Police Department/Brown County Sheriff Office joint regional ALERT was named the eighth Regional Team for the State of Wisconsin. Our primary area of responsibility is the northeast region of the state of Wisconsin and covers nine counties. As an ALERT we may be called for mutual aid to any of those nine counties within our region for specialized equipment or to handle critical incidents, above the capabilities of the requesting jurisdiction.

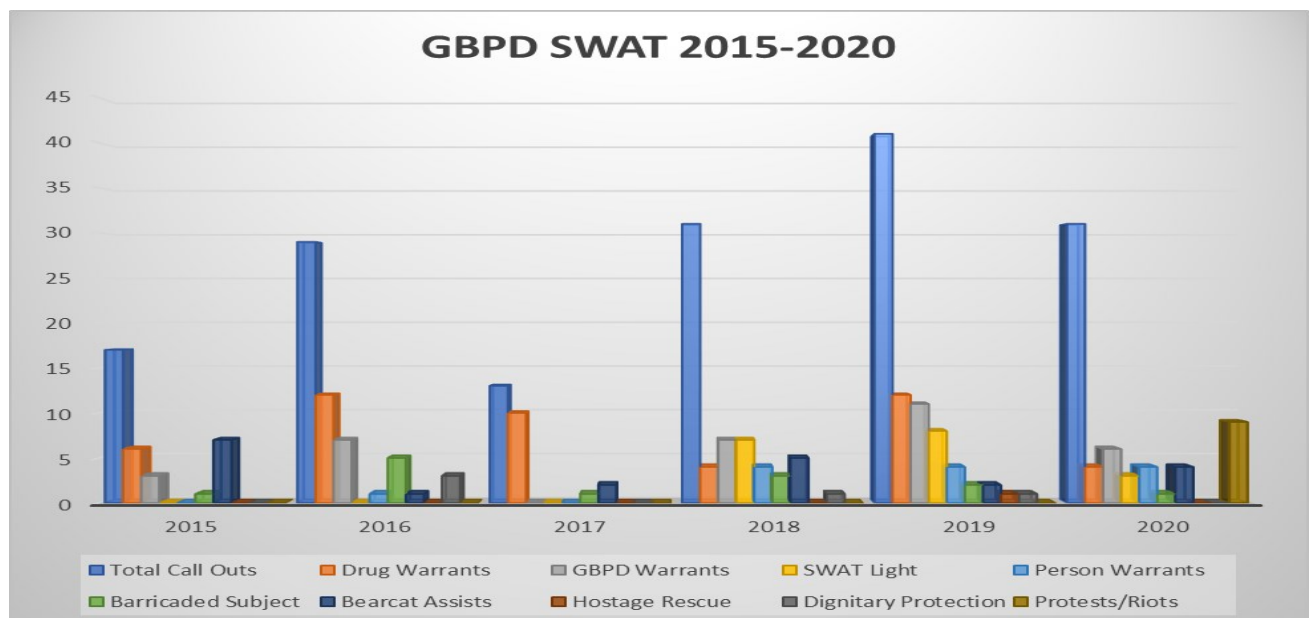
SWAT TEAM

As an ALERT , we receive Federal Grant money for specialized training and equipment, through Wisconsin Emergency Management (WEM) and the Department of Military Affairs. Some examples of specialized training are tactical command and decision making, team leader development, dignitary protection, water borne operations, bearcat training, explosive breaching, mechanical breaching, vehicle assaults, and rappelling. Some specialized equipment grant purchases have been the Lenco Bearcat (Armored Rescue Vehicle), pole camera, throw robots, night vision and thermal vision, ballistic helmets, ballistic shields, and the Agile Mesh surveillance system.

We have also incorporated technology into our team tactics to help in tactical operations for the safety of victims, civilians, officers and subjects, as well as the overall safety of the community. This technology includes drones, tactical robots, listening devices, and covert surveillance systems.

The Green Bay Police Department SWAT team trains 16 hours per month with additional hours of training for snipers, breachers, tech support and negotiators.

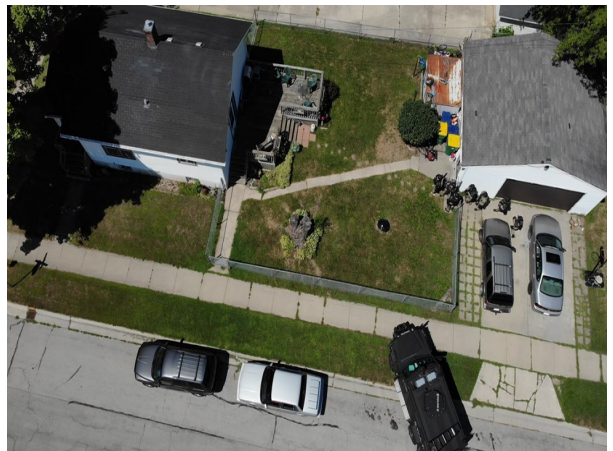
From 2015 to 2020, the SWAT team responded to 165 high risk incidents. A breakdown of those incidents can be seen in the below graph.



SWAT TEAM

Of the 165 critical incidents, the SWAT team responded to 50 High Risk Drug Warrants, 34 High Risk Search Warrants for various crimes, 18 SWAT Light Warrants (Lower Risk Level), 14 Wanted Persons, 13 Barricaded Subjects (Criminal Barricade), 21 Bearcat Assists (Outside Jurisdiction Mutual Aid Requests), one Hostage Rescue, five Dignitary Protection Details and nine Protest/ Riot Operations.

Of the 165 critical incidents responded to, 60% were for high risk warrant service. During the last five years, there have been zero injuries or deaths to victims, civilians, officers, or subjects in incidents being handled by the Green Bay Police Department SWAT team.



SWAT TEAM

Notable SWAT calls for 2020

On April 3, 2020, SWAT was requested by the GBPD Investigative Division to serve a search warrant for a homicide suspect. The homicide had occurred in the City of Green Bay on March 17, 2020, where a 74-year-old male was murdered by being stabbed 177 times and bludgeoned with a hammer.

SWAT deployed to the target location, was able to successfully breach the residence, locating the suspect sleeping in his bed, taking him into custody safely and without further incident.

On August 10, 2020, GBPD officers attempted a traffic stop on a suspect vehicle that had been involved in a prior shooting within the City of Green Bay. The suspect fled from officers on foot and officers observed the suspect to still be armed with a pistol. Patrol secured the area and set up a perimeter. Due the suspect being armed and wanted in connection to a prior shooting SWAT was called to the scene. The suspect had been seen fleeing into a wooded area. SWAT conducted a field search for the suspect. A drone was deployed for overwatch purposes, as SWAT maneuvered through the wooded area. After an extensive search, the suspect was located by SWAT hiding in a nearby residence's unattached garage. The suspect was taken into custody safely and without further incident.

On December 27, 2020, Green Bay Police officers located a vehicle that was known to be used by a wanted individual. The suspect was wanted for a number of serious crimes related to narcotics distribution, firearms violations, and other violent felonies. The suspect had previously fled from officers with firearms on his person. The suspect had also nearly run over a GBPD officer the last time officers tried to apprehend him. Drug Task Force (DTF) sources provided information that the suspect would not go back to jail and was willing to shoot at police to escape. GBPD officers established surveillance on the vehicle known to be used by the suspect. The suspect was observed getting into the vehicle and driving on city streets. GBPD officers attempted a traffic stop and the suspect led officers on a vehicle pursuit. In the area of Ashland Avenue and West Walnut Street, a Pursuit Intervention Technique (PIT) maneuver was successfully applied and the suspect's vehicle came to a stop on the south side of West Walnut Street between Ashland Avenue and Maple Avenue. The suspect exited his vehicle and began to fire a semi-automatic pistol at officers. Three GBPD Officers returned fire as the suspect retreated inside his vehicle for cover/concealment. No citizens or officers were struck by the suspect's gunfire and the suspect also was not struck by rounds fired by officers. The suspect remained barricaded inside of his vehicle with his firearm.

The SWAT team was deployed to the scene, where the Crisis Negotiation Team (CNT) began negotiations with the subject. Negotiations continued for an extended period of time with the suspect to peacefully end the standoff. Negotiators were able to convince the suspect to throw the weapon out of the vehicle and to surrender. SWAT operators were able to take the suspect into custody safely and without further incident.

TRAINING DIVISION

The State of Wisconsin mandates that all police officers receive a minimum of twenty-four hours of annual training to maintain their certification as a law enforcement officer. The only stipulation the State has put on this requirement is that annually the officers qualify one hour with their duty weapon, and every other year they receive four hours of emergency driving training. It is up to each individual agency to decide and prioritize what they feel their officers should be trained in for the remaining hours each year. To meet the twenty-four-hour requirement, the Green Bay Police Department holds three eight-hour in-service sessions spread throughout the year.

Some of the highlighted training over the last five years at in-service include:

- Handcuffing and Ground Stabilization Techniques
- Decision-making Scenarios
- Ethics and Human Dignity
- Resolving Conflict and Preventing Violence Through Professional Communication Skills
- Pursuit and Emergency Driving
- Implicit Bias Training
- Incident Command System
- Handgun and Rifle Shooting Proficiency

The Incident Command System (ICS) is designed to establish planning and management functions for responding partners, (other police agencies, fire departments, Emergency Medical Services, etc.) to work in a coordinated and systematic approach that allows for large scale problem-solving. In 2019, we participated in a large-scale training event with the Green Bay Fire Department, EMS, and Brown County Dispatch Center where a simulated large-scale crisis event was staged and all departments worked together under the ICS structure. This was invaluable training and all agencies that participated benefitted from working together for a common goal of resolving crisis in the most systematic and efficient manner possible.

In 2016, GBPD started sending officers to a forty-hour Crisis Intervention Team training that prepares them to appropriately respond to crisis situations. Included in this training were topics on suicide prevention, personality disorders, de-escalation techniques, legal aspects, and self-care for officers. To date, the department has sent 67 officers to this training. The Green Bay Police Department makes it a priority to train as many officers as possible in the field of mental health awareness.

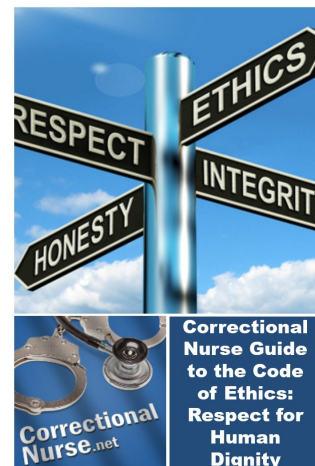
Another supplemental training was an eight-hour training in 2018 on *Understanding Fair and Impartial Policing*. Fifty officers attended this training that discussed possible bias in law enforcement, strategies to realize bias, and understanding how implicit biases can affect perceptions and behavior. All people are valued and that for us to serve and protect in the most ethical manner possible, we need to challenge our own ways of thinking.

In addition to in-service training, officers have attended other supplemental training in the areas of: Understanding Characteristics of Armed Individuals, Forensic Interviewing, Drug Impairment Recognition, Mental Health Awareness, and Human Trafficking. Specialty units like Dive, Marine, SWAT, Motor Officer, and K9 require frequent training. Law enforcement is a training intensive profession that demands officers receive recent, relevant, and realistic training. These are only a few of the numerous other trainings that members of the Green Bay Police Department have participated in.

TRAINING DIVISION

To accomplish the training needs of our department, GBPD Administration made organizational changes to include adding two full time training lieutenants, whose responsibility it is to coordinate and implement all training. The Department realized that while the State of Wisconsin only mandates twenty-four hours of annual training, there is much more work and training that needs to be done.

In 2021, GBPD began a more standardized and coordinated training schedule that provides our officers the necessary skills to be a professional law enforcement officer in today's demanding times. Our training unit officers, sergeants, and training lieutenants will be providing relevant training to the officers while they are working "Mandatory Mondays" training. The concept here will be that on an officer's "Monday" they will spend the first thirty to forty-five minutes training in one of the many disciplines related to their position. The training may be a practical exercise, an isolation exercise, an article to read, a video to watch, or a decision-making exercise or policy to review. By providing this type of training and other supplemental on-shift trainings, we will be doubling, if not tripling, the amount of training that the State requires. All officers of the Green Bay Police Department will be better trained, better prepared, and better skilled at providing service to the citizens of the City of Green Bay. We are excited to take on this challenge and believe that this will help build trust with our community and continue to make our community a safe place to live.



Green Bay Police Department DAAT Room
"Defense and Arrest Tactics"

INFORMATION TECHNOLOGY



New Computer Aided Dispatch (CAD) system – November 2020

Prior to 2020, the need arose to replace the Computer Aided Dispatch (CAD) system being used by the Brown County Communications Center. The vendor was no longer servicing the software, and a new vendor was needed. Officers and civilians within the Green Bay Police Department use the CAD system for a wide variety of needs. Squad car computers and this software send call data for the officers to better prepare for safety, direction and intelligence leading up to their arrival. This system contains important officer safety and up to the second updates on victim information that are being provided by the caller to the call taker, then to the officer, via this software.

Around 2017, the Brown County Board began a search of vendors for the replacement of this system. In December of 2018, a new system went live for all of Brown County emergency services. During the initial launch of this new system, a myriad of issues came forward, exposing too many risks. In February 2019, after many public meetings the decision was made to discontinue the use of this new system. The process involved with this troubling change was needed, yet very time consuming. The outdated CAD system was back to being utilized, while a new vendor was sought.

By the summer of 2019, after a thorough and exhaustive search, a new vendor, Spillman was selected. A strict and strategic plan for its implementation was laid out. It was imperative that the public, and the men and women in emergency services have a robust and reliable CAD system.

During the Fall of 2019 and through most of 2020, Spillman and the administration of the Brown County Communication Center, began the tedious task of building this new system from scratch. With a “Go Live” date of November 10, 2020, time was of the essence. For the GBPD, a total of 242 users were added, 600-unit identifiers were entered, proper response plans and report building were created to begin the process. To assist with deploying this new software, a group of trainers were selected to assist with training other officers when it came to the November 10, 2020 deployment date. Also, during this timeframe the COVID pandemic caused a significant change to how the administrative group met and implemented various portions of the software. The implementation of the new CAD system was successful and is still being used today.

INFORMATION TECHNOLOGY

Staffing Software



All personnel within the GBPD utilize a staffing software. This is used to capture work hours, time off, roster deployment, and payroll. During 2017, it was determined that we needed a new system. Users that had been accustomed to the old system, which had been in place since approximately 1999, would have to learn a new system.

During the Spring and Summer of 2018, Systems Analyst Steven Meadowcroft along with Lieutenants Jeff Brester and Rick Belanger were tasked with testing, and implementing this system department wide. Data conversion, which assists in capturing payroll trends, time off, and staffing levels, were critical to remain uninterrupted. As we went live with this new staffing software in 2019, no significant down time was noted and staff in the building adapted well to this change.



BadgerTraCS

In order to streamline processes, the Green Bay Police Department adopted the State of Wisconsin's BadgerTraCS program to process traffic crash reports.

The TraCS crash form is the electronic version of the Wisconsin Motor Vehicle Accident Report form and allows reportable crashes to be submitted to both the Green Bay Police Department's record system and the Department of Motor vehicle system electronically.

In early 2016 Systems Analyst Steven Meadowcroft began to plan, test, and implement the infrastructure and application. The Police Department put the application into production in August of 2016 and has since expanded the use of TraCS to include other electronic forms to further increase productivity.

The adoption of TraCS has transformed the Green Bay Police Department's processes, workloads, and responsiveness to the community by streamlining many processes that had been done manually in the past.

INFORMATION TECHNOLOGY

Green Bay Electronic Reporting Process (GERP) – Internal Records Management System

The Green Bay Police Department uses an internal Records Management System (RMS) to log activity by involved parties as it relates to police Involvement. This RMS, called GERP, was also being shared with Ashwaubenon Public Safety. In house programmers Dan Olm and Yurshia Xiong manage this software, working hard to make it better for end users.

During 2017, Captain Gary Richgels began a long and arduous task of developing a process, to be later titled the “GERP Sergeant.” This addition to the GERP program implored a set of program rules so that end users inputting certain data, were required then to complete a different portion of the case. As an example, when taking a theft report, a property sheet detailing the item (s) stolen and their value was now mandatory. With the many WI DOJ rules for reporting and the complexity that goes with not only completing the report, but reading through it as a supervisor, the importance of quality and complete reporting was paramount. During several meetings with programmers, this software “Sergeant” was put to work, and today continues to populate validation errors making the data going in as accurate as possible.

During 2020, discussions with all Brown County Law Enforcement agencies began an effort to have all agencies join into the same RMS program that both GBPD and Ashwaubenon use, GERP. After an agreement was reached in early 2020, work began to encompass this merger, which ultimately allows all agencies to share police contacts with each other, gaining an insight to officer safety, crime trends, among many others. Previously, if someone was arrested for a burglary in Bellevue, GBPD would not have had access to not only know it happened, but gain valuable knowledge into the method the suspect was using, and its potential connect to other crimes, in some cases, only blocks away from where that person last committed that crime. As with the new CAD system, this RMS system for all of Brown County went online for November 10th. The learning curve for all of law enforcement during late 2020 was steep, and even during the pandemic and civil unrest of 2020, sworn and civilian alike, this endeavor has been deemed successful.

BUDGET

2020 GBPD Annual Report - Budgetary Figures

BONDING

Year	Amount
2016	\$625,920

- 8 squads with equipment
- 1 supervisor SUV squad
- 1 K9 SUV with equipment
- 1 detective van
- 1 sedan
- Lease two Harley Davidson motorcycles
- 15 Deliberators
- 5 Preliminary Breath Testers (BPT's)
- 5 Handheld radars
- 62 Body armor vests
- 10 Digital voice recorders
- 20 Handheld radios
- 5 Mobile radios
- 1 Radio auto tuner
- 2 Dive team dry suits
- 1 Dive team face mask
- 1 Video security camera server
- 5 Security cameras
- VM Host replacement
- Garage network switch
- 4 Wireless access points
- Upgrade from desktops to tablets
- Evidence alarm system
- 5 Document scanners
- 10 Squad printers
- 1 Hard drive destroyer

Year	Amount
2019	\$771,500

- 15 Squad SUV's with equipment
- 5 General vehicles
- 20 Handheld radios
- 5 Mobile radios
- 5 Security cameras

Year	Amount
2017	\$858,500

- 8 Squad SUV's with equipment
- 1 Quad cab truck
- 3 K9 SUV's with equipment
- 1 Standard cab truck
- 3 Detective vans
- 2 Sedans
- 1 Coban system
- 15 Mobile radios
- Telestaff upgrade

Year	Amount
2018	\$500,000

- 5 Squad SUV's with equipment
- 1 Animal control truck with insert
- 2 Dive team dry suits
- 1 Dive team facemask
- 2 Dive team switch blocks
- 5 PBT's
- 3 Handheld radars
- Forensic data recovery tool
- 70 Body armor vests
- 25 Handheld radios
- 7 Mobile radios
- 45 Squad cellular modems
- 6 Tactical SWAT vests
- 5 Security cameras
- VM Host replacement
- Network switch
- 4 Wireless access points
- Callio phone system

Year	Amount
2020	\$847,533

- 13 Squad SUV's with equipment
- 5 Security cameras
- Accident recon/crime scene software
- 4 General vehicles
- 5 Mobile radios
- 20 Handheld radios

Note: Does not include
Packer Game overtime

OVERTIME	
Year	Expenditure Amount
2016	\$577,872
2017	\$632,159
2018	\$931,203
2019	\$919,216
2020	\$1,102,838

BUDGET				
Year	Budget Amount	% of City Budget	Increase/Decrease Amount	Increase/Decrease %
2016	\$24,705,27	23.70%	(\$11,427)	-0.0005%
2017	\$25,460,73	24.00%	\$755,463	3.0579%
2018	\$26,607,26	24.70%	\$1,146,531	4.5031%
2019	\$26,326,76	24.50%	(\$280,507)	-1.0542%
2020	\$27,408,76	24.90%	\$1,082,001	4.1099%

ONGOING COMMUNITY OUTREACH

Shop With A Cop



Officer Darryl Robinson

Since 1994, the Green Bay Police Department has joined with other law enforcement agencies in Brown County for Shop With A Cop in December. In partnership with area schools and community supporters, police officers and other department employees volunteer a morning to spend with a child for breakfast, shopping, and fun. Longtime supporters include Lamers Bus Lines, Promotional Designs, and McDonald's. The local Wal-Mart stores came on board in 2019 to allow this tradition to continue after the closure of Shopko.

Bring Your Own Five (BYO5) began after many issues at the basketball courts in Fisk Park resulted in the removal of the basketball hoops. During the following fall/winter, the Divine Temple Church of Christ reached out to the department to set up programming to help remedy these issues and to get the hoops installed once again at Fisk Park. Bring Your Own Five takes place every Saturday afternoon at the Fisk Park basketball court and is open to children and young adults. This creates a positive environment in the park and a sense of ownership of the courts by the players. It has greatly reduced the issues at the basketball courts in Fisk Park. BYO5 is also held at the Boys and Girls Club during winter break and spring break. These games are possible only with the volunteers from Divine Temple and support from the neighboring alderperson Randy Scannell.

Bring Your Own Five (BYO5)



*From left to right:
Officers Eric Allen, Andrew Lentz, & Darryl Robinson*

ONGOING COMMUNITY OUTREACH

Building Bridges



Building Bridges began as a way to reach out to the Hispanic community in Green Bay. It is a specialized Citizens Police Academy that focuses on the unique needs of the Hispanic populations. The program meets weekly for six weeks, each week with a topic. Topics include domestic violence, traffic laws, and juvenile laws with speakers from within the department and the Brown County District Attorney's Office. Recently, effort has been made to include other law enforcement agencies in Brown County to give a better experience for attendees. The entire program is in Spanish (or translated to Spanish).

Teen Police Academy



The Teen Police Academy is a weeklong program during the summer for 25 high school students interested in a career in law enforcement. It is open to students that live or attend school in Brown County. Students get a glimpse into the specialty units of the police department. They also participate in a team building course and tours of the Brown County Jail, and the Brown County Sheriff's Office. This program is free to participants in part due to grants periodically received from the Crime Prevention Foundation of Brown County. Many participants choose to get involved in the Cadet program.

Citizens Police Academy



The Green Bay Police Department hosts a Citizens Police Academy annually in late summer/early fall. Once a week for approximately 13 weeks, participants learn about different aspects of the Police Department from SWAT to Investigations. It is an opportunity for our citizens who we serve to meet officers and get an inside look at the operations of the Police Department. Typically, the Citizens Police Academy has 25 participants each year from Green Bay and surrounding communities.

ONGOING COMMUNITY OUTREACH

Cops and Bobbers



During summer, kids and cops come together for a day of fishing. Community organizations refer children to participate in this program. Thanks to the generous help of the Izaak Walton League of Brown County, not only do the kids get time to interact with an officer, but also learn a new skill.

Bark N' Blue



Fill the Cruiser



Each December, close to Christmas, the Green Bay Police Department joins the Brown County Sheriff's Department and Ashwaubenon Public Safety for "Fill the Cruiser" event at the Brown County area's Pick N' Save grocery stores. Pre-filled bags of the most needed items as requested by area shelters are purchased by shoppers. Officers collect the bags and fill up the squad cars to deliver to shelters and local organizations to distribute and help feed those in need. In 2020, The Green Bay Police Department also joined the Oneida Police Department for "Fill the Cruiser" at area Festival Foods grocery stores.

Bark N' Blue has become a favorite summertime event for families to meet our K9s and their handlers. The Bark N' Blue event has grown and is now run by the Bark N' Blue Foundation. The Foundation and the event fundraise and support K9 programs for law enforcement agencies in Brown County.

ONGOING COMMUNITY OUTREACH

Drug Take Back Events and Bin



The Green Bay Police Department hosts drug take back events during the National Prescription Drug Take Back Days held in spring and in fall. HSHS St. Mary's Hospital has long been a partner and host for the spring Take Back Day. The Department also has a collection bin in the lobby available for residents throughout the year. Thousands of pounds of unused and expired medications are collected each year. Since April 2010, nearly 25,000 pounds of medication and packaging has been collected from the drug bin.

Disposal is coordinated with the State of Wisconsin's Department of Justice and the Brown County Port and Resource Recovery. The State of Wisconsin has been a long-time nationwide leader in prescription drug take back collection. In fall of 2020, Wisconsin had the number one collection in the country with nearly 90,000 pounds of drugs collected to be disposed of properly. Proper disposal ensures prescription and other medications are not in the hands of children or those that choose to misuse drugs. Proper disposal is also better for the environment.

National Night Out



The Green Bay Police Department, along with law enforcement agencies around the United States, participates in National Night Out held on the first Tuesday in August. This is a community building effort for neighbors to get out to meet each other and law enforcement. Events are held throughout the City, organized by neighborhood associations, neighborhood watches, and groups of neighbors. Each event is unique to the area it is held and takes on many different forms. The goal is the same - to promote police and community partnerships.

Coffee with a Cop



As a part of a nationwide effort, the Green Bay Police Department holds Coffee with a Cop events throughout the year. Coffee With A Cop has no agenda, no speakers, and is just an opportunity for residents to talk with their police officers. The Attic and Kavarna have both hosted Coffee with a Cop events.

ONGOING COMMUNITY OUTREACH

Special Olympics of Wisconsin



Law enforcement has been a longtime supporter of Special Olympics and the Green Bay Police Department continues that tradition. Officers participate in multiple fundraisers. During the Polar Plunge, our dive team assists plungers to ensure their safety. Officers have also participated in the Law Enforcement Torch Run, Tip-A-Cop at Texas Roadhouse, and Cop on a Rooftop at Dunkin' Donuts which are all fundraisers for Special Olympics. The Green Bay Police Department also held “No Shave November” as a fundraiser

for the Special Olympics. Officers are allowed to have beards, goatees, or dye a portion of their hair blue during the month of November by donating to the Special Olympics.

Little Free Library



On January 24, 2020, the police department placed a little free library that was built by teachers from Ashwaubenon High School in the lobby. The library encourages kids to read, as well as provide a positive experience for children who come to the police department. Come in and enjoy a good book!

Community Engagement partners

- Casa ALBA Melanie
- Divine Temple Church of God in Christ
- Boys & Girls Clubs
- Camera Corner Connecting Point
- Shop with a Cop - Walmart, Promotional Designs, McDonalds, Lamers Bus, and Kwik Trip
- Fill the Cruiser - Festival Foods and Pick ‘N Save
- Veterans Day Lunch at Veterans Manor
- CH Robinson and Green Bay, Distillery
- Green Bay Optimist Club
- Green Bay Packers
- Operation Community Cares
- COMSA
- Rotary/Kiwanis Clubs
- St. Willebrord Catholic Church
- Green Bay Area Public School District
- And many other community partners

GREEN BAY POLICE DEPARTMENT LEADERSHIP DEVELOPMENT PROGRAM

New for 2021, the Green Bay Police Department will adopt a Leadership Development Program (LDP) which will give organization and direction to the many great things happening within our agency.

The program instills the values of integrity, honesty, courage, loyalty, kindness, knowledge, impartiality, sincerity, humility, and intelligence. These values are the cornerstone of our department and values we focus upon in our hiring process. Our ethics are the moral principles that guide our way as law enforcement professionals. Our expectations and standards begin in the U.S. Constitution and our many policies and procedures. We will focus additional and ongoing training in these areas to ensure we uphold the highest of standards within our department.

The LDP will have areas of focus, training, education, and experience. The historic model of training within our agency is being dismantled and rebuilt around a one-year and three-year training calendar. Implementation of training will occur on shift and be carried out by our training unit and first line leaders. The training will be relevant to current events and focused on individual skills, building to our three annual in-service training events. At these events, the individual skills will be tested in a collective environment, forcing officers to work together to solve multi-faceted challenges.

Education will be targeted towards all members of our agency, both sworn and non-sworn alike. We will take advantage of virtual programs and internally hosted programs. The department also mandates an additional sixteen hours of training for our leaders and managers. This training will focus specifically on areas of leadership and is intended to broaden their knowledge in managing others.

The area of experience focuses on employee enrichment through movement of job experiences within our department and a mentorship program targeting solid development of our future leaders. The Green Bay Police Department values our employee's ability to have broad opportunities, quality mentors, and a solid continuity plan for our future leaders.

Ultimately, the goal of this Leadership Development Program is to have highly trained and empowered employees, leading to a healthy organizational climate of skilled and committed individuals.